BIRD'S NEPONSET REVIEW

VOLUME XVII - 1929

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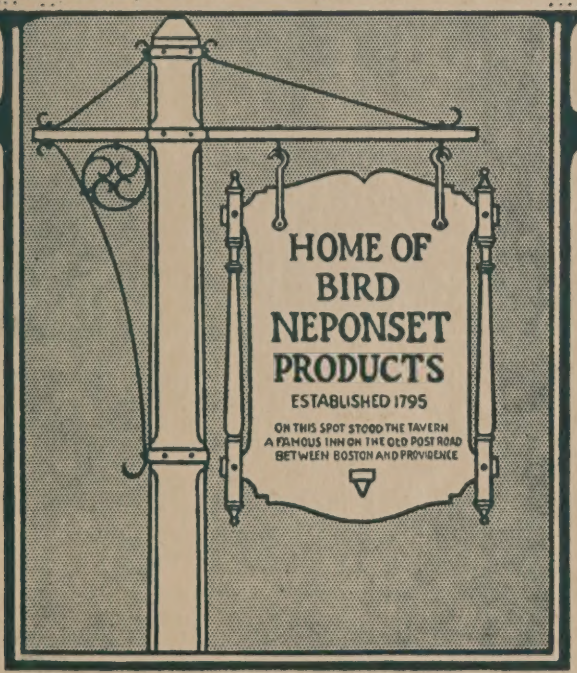
BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole • • • Massachusetts



Holiday Number

1928 · 1929

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

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Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
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CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

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Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR.
Western Mgr., RALPH W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans, Tulsa

BIRD'S NEPONSET REVIEW

Vol. XVII HOLIDAY NUMBER No. 1

Our President's Message

TIME does not lessen the feeling of loss in the death of our late President and friend—Charles Sumner Bird. His rugged character, his ideals, his precepts, however, can never be lost. They are built into the foundation of this institution. A very deep personal appreciation goes out to all those who have so loyally helped this year to carry on the great trust that he left us.

The year 1928 has come and gone without the general disturbance in business that past Presidential years have many times brought. While in our own business the volume of sales has been somewhat less than in 1927 and competitive conditions in our principal lines have somewhat curtailed our profits, we can say that the year, even under these conditions, has been satisfactory, and we are looking forward to a good year in 1929.

Others will speak of various interesting matters connected with our business, but there is one thing we have done this year which we believe is an important step. It is this—the establishment of a plan which means definite research work. Although we have always realized the importance of this, both in the development of new products and improvement of our regular lines, we have this year established in each Division, a definite program with special men detailed to devote all of their time to the work. We believe this is going to show fine results not only immediately but more especially in the future growth of our business.

The Management fully appreciates the big burden that has fallen this year on the different Divisions. The Sales Departments, in holding up the volume to the point they have under extremely adverse conditions, have done a good job. The Manufacturing Departments, in reducing costs and in keeping our plants up to date—improving our processes, have done an equally good job. Especially can we be proud of the wonderful safety records we have made. The fine spirit of team-play between all Departments seems to be as evident as always.

The air seems to be surcharged nowadays with one word—Prosperity. We can have no finer wish

for our country, our business, ourselves and the whole world, because it is bound to mean more real happiness, less want and privation. BUT, with our prosperity, unless it is fairly distributed and used to make a bigger opportunity for all to practice and hold to the moral, spiritual and educational ideals, it will mean anything but happiness and will merit the deserved disdain of the rest of the world.

In behalf of everyone in the Bird & Son organization, I extend hearty greetings and best wishes to all of our friends—customers—suppliers—and all who do business with us.

To every one of our organization—
A Merry Christmas and A Happy New Year.

Philip R. Allen

Reflections from E. H. Bartlett, Vice-President

A FEW decades of Father Time's register make interesting reading to the old as well as the younger members of our Institution. If we could glean once more the correspondence, daily entries and ledger records and then compare them with those of today, we would almost wonder how we did business at all, so many changes have taken place; changes in methods, products and clientele and yet the same principles of recording and daily transactions are still in vogue and a few of the same old products such as the NEPONSET Building and Roofing Materials are sold throughout the country today.

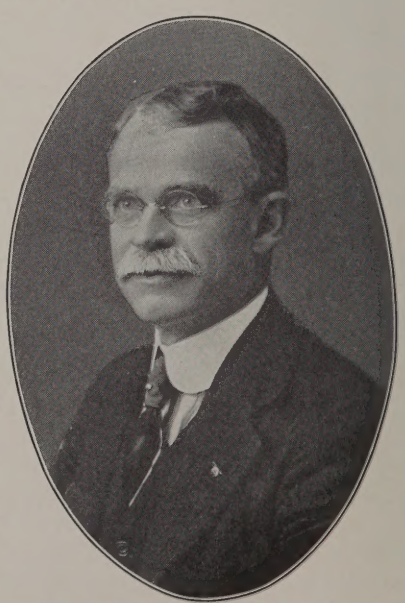
The New England manufacturers of tacks are still on our books and using the same style tack box that followed when the latter took the place of "tack papers" of some forty years ago.

How changed the whole transaction from the receipt of orders. Rarely any hurry or request for express deliveries. Only something very urgent called for telegraphic attention and to use our one telephone was like passing through a Turkish bath, so much effort had to be used to make Boston hear and understand.

Our safest and best Boston deliveries were made by two and four horse wagons which usually had a load both ways and no stipulated time; no time clock records, no kick coming if it took 8 or 18 hours to effect delivery. Not long ago, one of our oldest customers visited our mills for the first time and referred to the fact that his father, who was 93 years old at the time of his demise, purchased his tack papers of us before the war (Civil War) and that he had followed suit because he had no occasion to change as the quality, the service and courteous treatment had always been of the best. There are the original Neponset Roofing customers still buying and I venture to say that if asked the reason why would give the same answer as voluntarily stated by our tack box friend. How many of these will grow and remain on our books, time alone will tell, but if we of the old school can say there will be more rather than less to adorn our loose-leaf ledgers of the future—Happy Days—and may they, present and future generations, enjoy the fruits thereof.

Elmer H. Bartlett

Greetings from G. R. Wyman, Vice-President



AT the close of the year, following our usual custom, we have reviewed the performance of the mills for 1928 with a great deal of satisfaction. The details of our many accomplishments have been covered by my associates, and it is not necessary for me to touch upon them here.

It is a pleasure, in going through our plants, to see our buildings, machinery, and grounds kept up to our usual high standard. Every manufacturing department has shown economies during 1928 that seemed almost impossible to have obtained, and thus did their bit towards meeting the highly competitive situation that has existed throughout the year.

I am glad to acknowledge publicly our appreciation to the members of the fire brigade who stood ready, night or day, to answer the call which did not come during the entire year. I am sure that none of us overlook the part played by every employe in our organization in this fine record.

It is only by the greatest vigilance on the part of those in charge and a high degree of team work by all employes that records of safety can go down in history as they did in our organization in 1928.

I commend our superintendents in all plants for the fine spirit displayed by their men, under their direction, in every undertaking during the year and especially in regard to pushing to the front matters called to their attention by

the Labor Bureau affecting, first of all, health, and also safety and sanitation. One of our first thoughts is the health of an employe. Many employes during the past year have availed themselves of our facilities for a physical examination, and have made use of our emergency equipment. The advantages at hand, so thoughtfully provided, in the new Athletic Field and Memorial Park have been largely used and greatly appreciated.

I take a great satisfaction in meeting our men in the mills and in knowing that they are building their own homes, and that the majority of our products, no matter into what department you go, are chiefly for the comfort and betterment of the home—Bird Insulating Lath for the walls; Bird Insulating Board under the shingles; Neponset Rugs on the floor; and Bird Neponset Twin Shingles on the roof.

Approximately, we have shipped during the year 200,000 tons of material, mostly for these purposes. And right here, it would seem in order to extend our greetings to the salesmen who, on the road, have gathered the orders for these materials. It is a hard job, many times a long distance between towns, but the sales force kept the orders coming in such quantities that the manufacturing department, during 1928, had as much work to do as in 1927 which was the largest year that Bird & Son ever had.

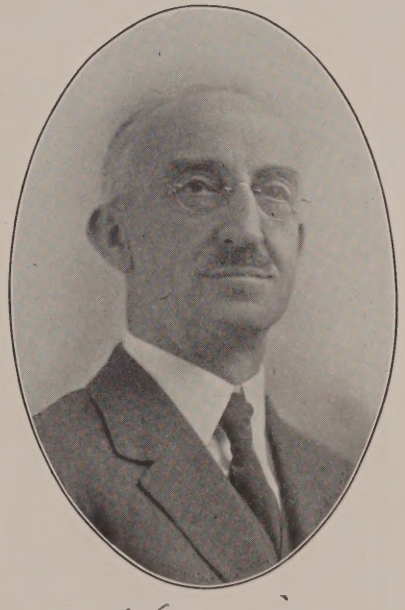
I want to extend my hearty good wishes to the workmen in all of our mills, to our foremen and superintendents, and to all my associates and friends and acquaintances, and wish you all a Merry Christmas and very Happy New Year.

George R. Wyman

Message from H. H. Miller, Secretary-Treasurer

DICKENS, in "Our Mutual Friend," says "No one is useless in this world who helps lighten its burdens, one to another."

As we come into the holiday period of the year we cannot help but survey the past for the purpose of looking into the future and adjust ourselves accordingly. In this review I find over a period of better than a quarter of a century of association with our organization a definite thought and practice of the principles of helping to lighten those burdens that are bound to come into our lives from time to time.



A happier situation has been brought about through better and more protective working conditions; a spirit of helpfulness in the carrying out of plans, such as furnishing the means to save, to own homes, care for the sick and render help in time of need to those less fortunate.

When we get the spirit of helping others in an unselfish way—not necessarily with money—but in being a little more thoughtful, if possible, of everyone and their feelings, in advice and the spirit of co-operation, then, and only then, can we find a joyful satisfaction in having helped lighten some one else's burdens. Even though at some sacrifice to ourselves we cannot help but find it worthwhile from a personal, as well as a business experience, without hope, or expectation of any reward.

Yours in the fellowship of the Christmas spirit.

Herbert H. Miller

From the Comptroller's Office

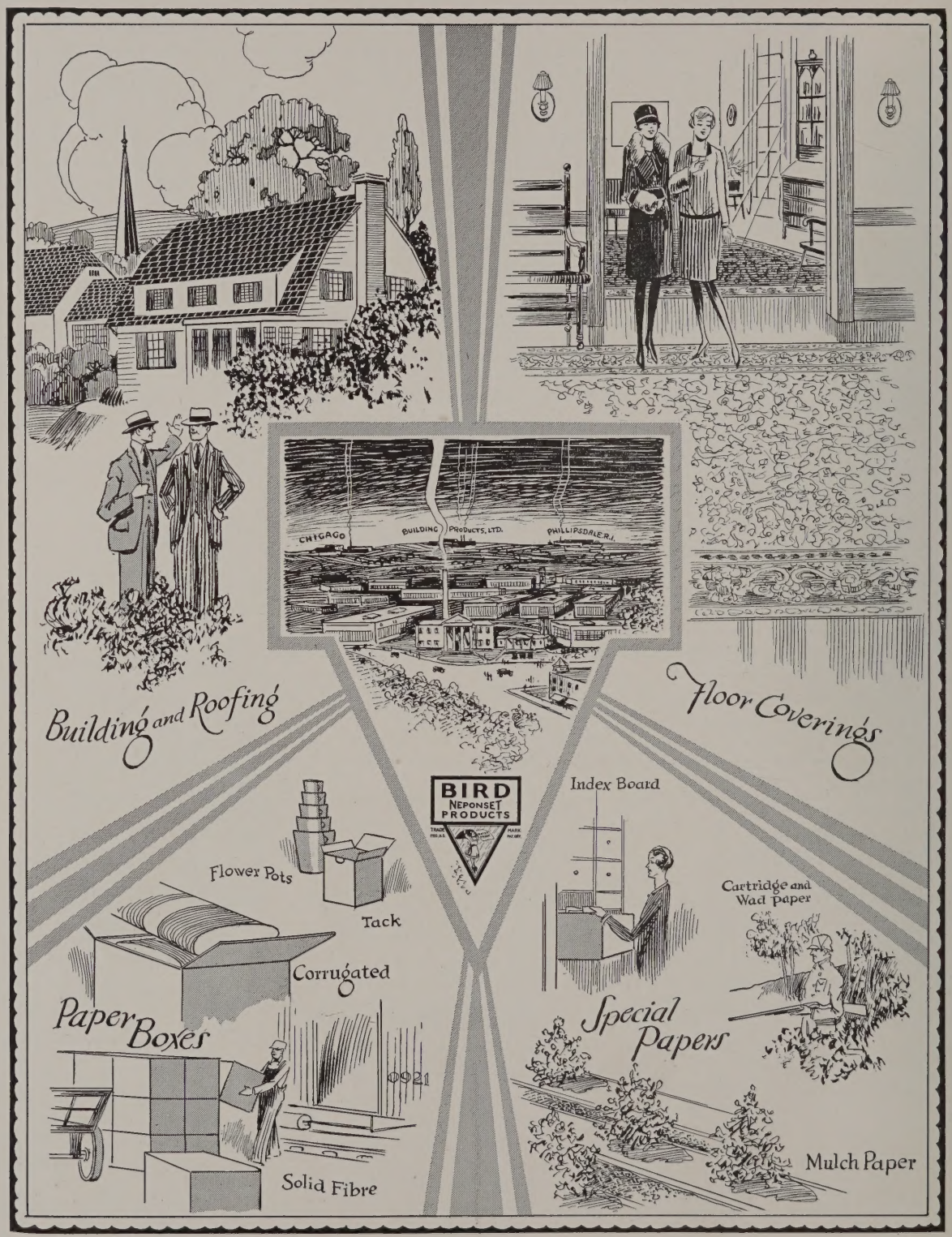
D. A. Chase, Comptroller

THERE seems to have been lots of ups and downs in the business world during 1928. Violent fluctuations in the stock market furnished newspaper headlines. "Spectacular rises" in airplane and radio stocks made glittering news.

But airplanes look down on millions of roofs. Radios are shipped in boxes—and all the new comforts will go into homes where roofs, insulation and floor coverings are the first necessities.

Bird & Son divisions reflect steady, substantial progress. Unsound competitive conditions are disturbing but in the long run there will be smoother waters. We seem to weather the squalls and our cargo has not shifted.

If we keep hewing away at our costs,—giving the best of quality and seeking fair prices for it,—keeping ahead of everybody in our mills, personnel and goods, we will maintain the Bird traditions.



A Perspective of Bird & Son, inc.

A REVIEW OF 1928 WE ARE READY FOR 1929

In the following articles the Managers and Superintendents of our Sales and Manufacturing Divisions give a brief resume of the outstanding happenings and accomplishments of the past year as well as present conditions and future prospects in the four industries comprising Bird & Son, inc.

Building and Roofing Division

P. H. Bailey, Roofing Sales Manager

THE whole year 1928 has shown a good gain in tonnage shipped from our roofing plants.

We began the roofing season by breaking all previous shipping records from our roofing plants in March. Then this record stood until May when again we had a banner month; the tonnage shipped breaking all records and beating March, the previous record month, by 800 tons.

Because the variety of products and colors is now so great, and dealers are buying only for immediate requirements, the tendency is a constant demand from the dealers for rush shipments. This has put a heavy burden on mills already taxed, to supply the demand. Under these difficult conditions the mill co-operated splendidly, and a good illustration is the splendid service they gave us at the time of the Florida tornado.

Many of our Florida dealers had their entire stock cleaned out overnight. Orders for new roofing came in by telegraph. The day the order came in, a steamer was leaving Boston for Florida. Our orders were so large that the steamer delayed sailing for six hours, and our Traffic Department, after getting hold of every truck between here and Boston and in conjunction with Gould's large fleet of trucks, handled and loaded on this boat over 620,000 lbs. of roofing in one day.

The great achievement of the mill, in the writer's estimation, is the development and adoption of the Thick Butt idea, as applied to Super Twin Shingles. This Thick Butt idea may revolutionize the manufacture of asphalt shingles. This process, which costs no more than the ordinary process of making shingles, gives a heavier, stiffer shingle—much thicker at the butt. The whole shingle weighs more and is a great contribution to roofing progress.

Norwood Plant

E. L. Chamberlain, Assistant Superintendent of Norwood Plant

THE things which stand out preeminently for 1928 are Safety, Quality and Teamwork. The performance of the 225 men, of more than one year without a lost-time accident, has established a record that will be hard to beat. We are naturally very proud of it and will make every effort to continue the spirit which makes such a thing possible.

Quality, as always, has been our first consideration. The roofing machine saturators have been increased, to insure the high saturation in our roll roofings and shingles, which we know is the basis for the high quality of Bird's Roof Coverings.

Another advance in quality has been the introduction of the Thick-Butt shingle, which may revolutionize the asphalt shingle industry.

We cannot think back over the year without giving special attention to the splendid spirit of working-together which has prevailed throughout the organization. In the spring, when orders were coming in faster than we had ever seen them before, every man put his shoulder to the wheel and met the emergency. They worked harder, longer hours, and helped make it possible to fill all orders with a minimum of delay.

Many improvements have been made in the plant during the year. The painting of No. 1 machine room was a big step forward in improved working conditions. A continuous weighing scale has been purchased for No. 7 machine. The asphalt unloading equipment has been completely gone over and modernized and is now an excellent layout. A spare hot oil heater has been installed and the oldest heater, which was worn out has been replaced by a new one. Automatic sprinklers have been installed in warehouse No. 22. A fence along the easterly side of the yard defines our property and gives a feeling of security. New shower baths and a new hot water system add to the comfort of our men. A section of smoking seats in the yard covered to protect the users from hot sun and rain should help to keep us cheerful and better enjoy the hours spent at the mill.

Several plans have been completed and work is now under way but it will not be finished until next year. The cooling capacity of No. 1 machine is to be increased and two more shingle machines installed to give greater flexibility. A new winder for the same machine is also being constructed.

We feel that 1928 has been a year of progress. Many things have been accomplished and many more things have been brought to light which we will enjoy working on during the coming year.

Chicago Plant and Sales

F. H. Hird, Western Manager

IT has come to be the custom at Christmas time to not only look back and review the results of the year just closing but also to look ahead and try and foresee what the coming year holds forth. We in the Chicago plant look back at the year 1928 with some degree of satisfaction in that we have increased the volume of business flowing out of this plant, which indicates to us that the policy pursued by Bird & Son for so many years is sound and satisfactory to the people with whom we do business.

It is sometimes said that an old institution becomes moss-covered and so conservative that they don't keep up with the modern trend but that can never be said of Bird & Son. During the

New smoking area at Norwood Roofing Mill utilizing the roof for displaying various color combinations of our new Custom Made Thick-butt Shingles.

year 1928 we have introduced to the roofing market a new shingle which we call our Super Twin Thick Butt and which, in our opinion, is the biggest step in advance that the asphalt shingle industry has made for some years. In order to produce this shingle we were compelled to make a considerable investment in money in new equipment but this new equipment is going to make it possible for us to serve our dealers better than we ever have in the past, and as one of my pet expressions has always been that Bird & Son in Chicago is a service station of the parent institution we are confident that this service station is going to really serve in 1929.

We would like to extend to every one of the dealers who draw from this Service Station in Chicago, a cordial invitation to visit us at any time they are in the city and give us an opportunity to prove that our claims for quality are really supported by the efforts of our Manufacturing Department and our Laboratory. I wish to all a very Merry Christmas and a Happy New Year.

Floor Covering

H. E. Sawyer, Floor Covering Division Sales Manager

WE have not broken any records in 1928 but when all things are taken into consideration we should feel considerable satisfaction in the showing made this year by the Floor Covering Division.

As a matter of fact, the year 1928 has not been any year to break records. We have been primarily concerned with the problem of carrying our customers along through the readjustment period, which naturally followed the mergers between some of the felt base and linoleum manufacturers. Of late very rapid strides have been made along the lines of readjustment and the hard-surfaced floor covering industry is now in a much healthier condition than it has been for a long time in the past.

There seems to be a great deal of confidence in the minds of the floor covering merchants for a successful year in 1929. We, ourselves, are looking forward to large sales and are planning our manufacturing program accordingly.

The success of any business is becoming more and more dependent upon its method and efficiency of distribution. The successful salesman today must be able to give intelligent and helpful advice to his customers as regards the management of their own business. The successful store buyer of today must also be a successful salesman. The price which a store pays for an article today is of secondary consideration—the important point being the price they obtain for the article and the number of turnovers per year.

We appreciate the severity of competition as it exists today, but we have confidence in the ability of our sales force to successfully meet this competition. The Floor Covering Sales organization is facing 1929 with unlimited enthusiasm and optimism. We take this opportunity of wishing all of our customers and associates A Merry Christmas and A Happy New Year.

Eastern Division

W. B. Rogers, Jr., Eastern Sales Manager

ALTHOUGH sales in the Eastern Division in 1928 were not as large as we had hoped and anticipated at the beginning of the year they would be, the figures are not wholly unsatisfactory. Our volume of business will probably be around 5 per cent behind the 1927 sales volume, but expenses also have been reduced through a more logical division of territory, reduction in warehouse expense and more efficient distribution of advertising material. Our advertising and selling expense figures for the year will amount to considerably less than similar figures for 1927 and even the percentage of expense will be smaller.

Comparing the results we have obtained with our knowledge of the general market and our estimates of business done by competitors, we believe that we have more than held our own. Some excellent accounts have been added to our line of wholesale distributors and many worth while retail accounts have been obtained during the course of the year.

We have a stronger foundation for an increase in business than ever before. From present indications of 1929 business conditions we have every reason to anticipate that the next twelve months will bring us intensely satisfactory results.

Western Division

R. W. Westcott, Western Sales Manager

WHILE sales were below those of 1927 the record of 1928 in the Western Division has been quite satisfactory, particularly when all conditions in the industry have been taken into consideration. More this last year than ever before the distinction between quality goods and cheaper lines has been emphasized in the felt base market. The loyalty of our dealers, both wholesale and retail, and the efficiency of our sales organization has been very gratifying.

The cities in the Western Division in which the largest gains in 1928 have been made are:

St. Louis, Milwaukee, Kansas City, Memphis, Grand Rapids, Duluth, Peoria, Sioux City, South Bend, Little Rock, Terre Haute, Springfield, Ill., Lansing, Kalamazoo, Topeka, Shreveport, Cedar Rapids, Great Falls, Billings.

The largest percentage gains in individual products have been made in Rug Border, Lining Felt, Small Rugs, Hall Runner and Economy eight quarter.

The Western Division maintains complete warehouse stocks in fourteen strategic centers for the benefit of wholesalers and retailers alike. Every large city is directly served by these spot stocks. Practically the entire population of the

A corner in one of our laboratories. Raw materials entering our floor coverings are tested here.

Division—a total of over forty million—is within 150 miles of some Bird warehouse.

Bird's 1929 line of patterns is more varied and attractive than ever before. Our prices are in line with similar competitive merchandise and our quality in all respects has reached the highest point in the long period of years in which we have produced felt base. With the present stability of prices and policies in the felt base floor covering industry, 1929 looks like a banner year.

December 1, C. E. Tyson assumed his duties as Western Division Field Manager. We congratulate Mr. Tyson on this new line of activity and wish him every success. W. F. Bagley is taking Mr. Tyson's place up in Minnesota. R. S. Bickford is going out into Iowa.

Chicago Floor Covering Office and Warehouse Employees—

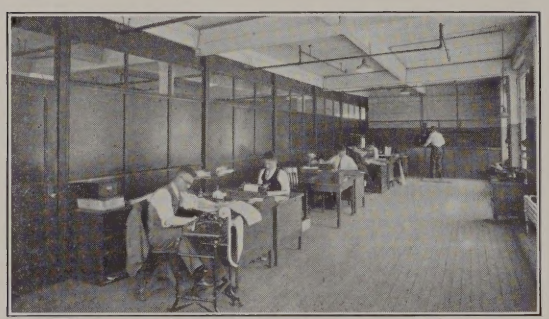
Top row, reading from left to right: T. Soltan, M. Malloney, M. MacWade, M. Lester, M. Sweeney, A. Cosgrove, M. Fay, S. Doughty, R. Benoit, D. Brady. Center row, reading from left to right: H. Sperry, P. Kules, L. H. Freeman, T. H. Howells, R. W. Westcott, O. B. Schreen, B. I. Hindmarsh, G. W. Doughty, P. Senteff. First row, seated, reading from left to right: F. Wittleder, V. Szukalla, R. Dignan, L. Moe, B. Rohr, I. Mitchell, M. Curran.

Floor Covering Plant

R. M. Wight, Assistant Superintendent of Norwood Plant

NINETEEN HUNDRED TWENTY–EIGHT has been a year of progress. Progress is not measured merely by extensions in buildings and machinery, but in improvement in production methods and costs, and in those qualities which will enable us to meet the needs of the future.

We have developed ability to make changes in the variety of our patterns and to work to closer tolerances in our process. These are attributes which raise the quality of our product and thereby



A typical Bird & Son shipping office. The new layout at Floor Covering Plant.

benefit our dealers and the ultimate users of our product. Finished material depends upon correct specification for the operation at each point of the process for the optimum in the finished product. More rigid specifications have been set for each point of process and these have been established as a result of greater knowledge than at any previous time.

A careful study of our methods of manufacture has been made during the year and many changes have been made as a result. These changes have been brought about within the organization and are a credit to its ability to discover new and improved methods and to put them into effect. The number of patterns and variety of style has been increased and an increased flexibility in the production of these patterns has been met without corresponding increase in our costs.

The handling of storage of raw materials has been improved by the installation of lift trucks and storage skids so that all raw materials are now handled mechanically with almost complete elimination of hand labor. These materials are loaded on skids and handled by lift trucks to the point of use without further transferring or hand labor.

The prosperity of our employees continues to be in evidence by the large amount of Savings Bank Insurance taken out by them. Work on accident prevention has been very successful as shown by the reduction of lost-time accidents to one-third of those of the previous year.

The loyalty to Bird & Son as a whole and the willingness of our men to carry out the directions of this supervision has been one of the most important factors in making this a successful year.

Box Division

C. H. Andrews, Sales Manager

DURING 1928 the Box Division has had a considerably larger volume of business as a whole than for 1927. This increase has been accounted for largely by the increase in the Solid Fibre and Corrugated production, with the greater proportion of increase showing in the Corrugated Division.

The fact that we are in a position to offer our customers either Solid Fibre or Corrugated makes it possible for us to advise the user impartially as to what style of box is best suited for his requirements, and it frequently happens that we are able to make up a combination of a solid fibre container for the outside, with interior packing of corrugated which gives, for the particular product involved, an exceptional package.

Our experience continues to show an increased demand for quick delivery after orders are placed, due to the general tendency in all business toward the so-called hand-to-mouth buying. At times with a large volume of orders on the books it is difficult to meet these exacting demands. We urge our customers to anticipate their requirements just as far as possible, and are glad to report that we are getting an increasing amount of cooperation along this line. It is particularly difficult to give the quickest possible service on combination orders of corrugated, in which two or three grades of board are involved, such as the 200-test outside container with possibly an .016 jute and chip liner and pads, and .009 double faced board for partitions. The completion of such an order involves three separate runs on the combiner, and necessarily requires more time than a straight run of one grade of board.

Our nearness to the center of industrial New England makes possible the delivery of a considerable portion of our orders for less than carload lots by truck, and for more distant points in New England and Eastern New York State on this class of orders we are able to give twenty-four or forty-eight hour service by trucking to Boston for overnight freight shipment. On carload shipments we can insure delivery to New England and New York State points within forty-eight or seventy-two hours after shipment is made.

We have steadily maintained the quality of our products, and can assure all of our customers that we are making today what we believe to be the best quality of Solid Fibre and Corrugated cases we have ever produced. Constant im-

provement in, and addition to, our equipment makes possible the production of the highest quality of either Solid Fibre or Corrugated box.

The very favorable comments we have received on the quality of our printing on both Solid Fibre and Corrugated in one and two colors is particularly gratifying, and without reservation we believe we are turning out today the highest possible quality of printing. We have always felt that a product on which the manufacturer may have spent thousands of dollars toward improvement of quality and appearance deserves the best possible protection from its container, with the grade of printing that will do credit to the product.

We are looking forward to an increasing volume of business for 1929, and with some changes in our plans feel that we shall be in a position to offer our customers improved service with a maintenance of the same high quality on which we have so prided ourselves in the past.

Fibre Case and Carton Depts.

J. B. Maguire, Assistant Superintendent

THE year at No. 1 Box Shop has been one of steadily increasing tonnage both in the solid and corrugated box departments. The box departments continue to show decreased manufacturing costs over 1927 when very substantial reductions were made due to increased productions on practically every machine. This is made possible only through the increasing efforts of every one in our organization. The box departments are to be congratulated in bettering to such a great extent the 1927 record. The corrugated department bettered their record in tons produced three times during the year.

With service to the customer constantly in mind we have increased our planning and scheduling departments during the past year and the contact between sales and manufacturing has been materially strengthened. The plant office has been remodeled to accommodate this change. This has relieved congestion and helped the service.

Considerable research work has been done on printing inks in their relation to high gloss printing effect and the general betterment of our printing as an aid to the customer. We have always taken considerable pride in our printed work and feel that it is equal to or better than any fibre cases on the market.

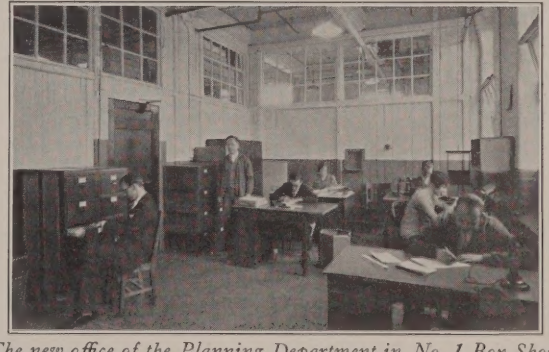
The shipping departments have carried on in their usual efficient manner. They have handled the increased tonnage without any difficulty. The "Roll off Body" system of trucking was established which permits loading a spare truck body right in the stock shed while the truck is out on the road with another load. A new and larger electric lift truck has been added together with additional platforms. The shipping platform has been entirely rebuilt with concrete so that we now have over 400 feet of fine concrete platform for loading.

In No. 2 Box Shop our attention has been centered on our Miehle installation in the shoe carton department. It has been a year of development work to familiarize our personnel with this method of manufacturing these boxes.

Stapling the blank, the final process in the manufacture of Solid Fibre Shipping Cases.

Throughout 1928 this department has made improvements all along the line. This trend is encouraging and with an increased volume of business our manufacturing cost will show proper reductions.

In the blank press department new lines have been added. Developing new business means new die equipment and changes in method which have been given much thought. The flower pot production has increased, however, and January 1, 1929, will find our stock ready for a big sales increase in the spring.



The new office of the Planning Department in No. 1 Box Shop.

A new Miehle job press was installed in the printing department. This machine displaced two old job presses and has ample capacity for taking care of orders.

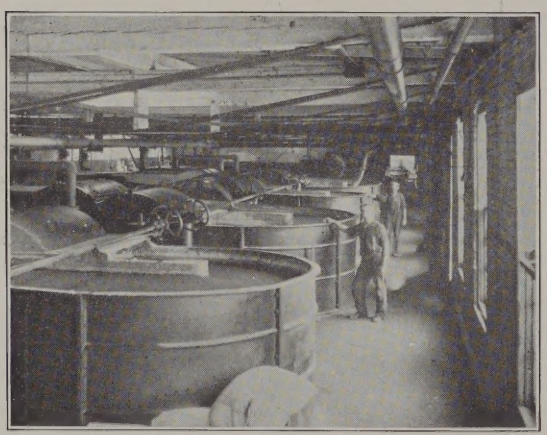
There has been the usual close co-operation of workers and foreman resulting in waste elimination and reduced costs.

Special Papers

E. H. Bartlett, Vice-President and Sales Manager

THE SPECIAL PAPER Department must of necessity be ever alert for new products to make, or new uses of old, or revamping our present materials for entirely new fields, for what is stable today may be passe tomorrow, as this is an age of great changes, wrought almost over night in some cases. We have quite a few new problems underway but they have not yet reached that stage where we can interest our readers of today but before another year rolls around, you'll stop, look and listen.

However, we have one new specialty in the Paper Mulch, and we rarely have found such an interest shown, practically nation wide, as has been manifest in this product. We believe we were the first to furnish the special waterproof papers for the experimentation by the patentee, Mr. Charles F. Eckart of Oakland, California, when we shipped our materials to the pineapple



The new Mid-West high speed beaters that have been installed in No. 1 Beater room during the past year.

fields of Hawaii some 15 years ago. Last spring we were licensed under the Eckart Patent to manufacture for use or sale in the continental United States, East of the Rocky Mountains. We advised each user to follow the suggestions in the bulletin issued by the United States Department of Agriculture at Washington, D. C., and to experiment that he might learn how to adapt it to his special condition and crops. We obtained a very wide distribution for the first season and the reports now obtained are of great interest and help for the future.

We are free to admit that the concensus of opinion is that there was an excessive amount of rain-fall, too wet a season, thus defeating at least two of the fundamental advantages as claimed by the inventor for the Improved Perforated type of paper mulch—viz. the retention of heat and moisture, as would under normal and very dry times be trapped under the paper. A wet time is usually a weedy one, and right here is where the best results were noted—in the elimination of weeds and the protection of the ground against the compacting action of rains; the mulched soil remained loose and light.

Even under these adverse weather conditions results varied according to different crops, locations and kind of soil farmed. Allow me to quote from a report—"the season was unusually rainy but the character of soil and slope of land made it impossible for water to stand on the ground; corn broke ground, where papered, one week ahead of corn without mulch. It matured for table use two weeks ahead of other corn; crop at least three times increased; plants decidedly more vigorous. Cucumbers came quicker, leaves larger, better colored, plants healthier, more production and better formed. Tomatoes the same; asters, better color, more blooms, healthier plants and

Another writes—"We had a very wet season and all my neighbors lost their crops, not being able to keep down weeds, while I, having used the paper mulch had none to contend with, so it is certainly the thing to use to do away with weeding and hoeing."

Paper Mulch in some places meant a 90% crop or no crop at all, where carrots were grown due to the prevalence of rust. We have a very unusual photograph of a large field of melons where they actually produced 121 melons per row weighing 142 pounds, while the parallel row unmulched was 26 melons, 31½ pounds. We could go on with many interesting reports, but let us close in reviewing the special features claimed by the majority of users. Kills weeds, hastens maturity, improves quality, conserves moisture, reduces production costs by lessening plowing and cultivating.

Next spring we all anticipate doing a rushing business with paper mulch, both in the Plain and Improved Perforated; also the making of a heavier type for the special use by orchardists around young trees.

Paper Mills

East Walpole

S. W. Smith, Superintendent

THE year 1928 has resulted in more changes toward the electrifying of our mill than in any other year. We completed the motorization of No. 2 and No. 3 beater rooms, and replaced five of the old type beaters with those of a high speed type. This change in drive has given us the opportunity to measure the power required for each beater and for different furnishes, resulting in many savings in the use of power.

Constant speed motors were installed on No.3, No. 4 and No. 5 machines to replace steam engines. Our plan for more complete electrification is being

carried out rapidly and further replacements of engines by motors will be made in 1929.

While total production for the year will not be much greater than last year, we have made material progress in the increased production per machine per day. We installed a new and modern wet end with special deckling device on No. 4 machine. We are at present replacing the wet end of No. 5 machine with the most modern lay-out for a board machine. Screening capacity on both machines is increased. These changes should result in further increases in production in 1929.

Many improvements of more or less minor nature were made during the year, all of which helped in reduction of costs, elimination of waste or improvement in quality. We installed a chlorinator for the machine water on No. 4 and No. 5 machines and substituted a new washing compound for soda ash for wash ups. A ramp was built in the stock handling department to speed up trucking of raw stock. Changes were made in the index department to obtain a still better finish for our board.

The outstanding savings of the year were in use of power, although substantial economies were effected throughout all of our departments for which the foremen and men deserve considerable credit.

Phillipsdale

T. G. Henderson, Superintendent

SEVERAL important changes have been made in the equipment at Phillipsdale during the last year.

Without seriously impairing production, an entirely new white water system has been installed, two high speed beaters have been constructed, and a five-cylinder thickener has been added to the machine. These with the additional testing equipment now in the laboratory, may be expected to give us not only better costs and production rates, but will also furnish a better control of our quality. With the installing of our new thickener, our paper machine is now 274 feet long and is, probably, the longest in the country making a similar product.

Our handling problems have been simplified by the building of a ramp which allows us to unload raw stock directly to the beater room thereby reducing double handling. A heavier and faster crane has been installed in our machine room which speeds up our shipments.

Not the least of our accomplishments this year has been our record of but two lost time accidents, second only to the phenomenal record of the Roofing mill.

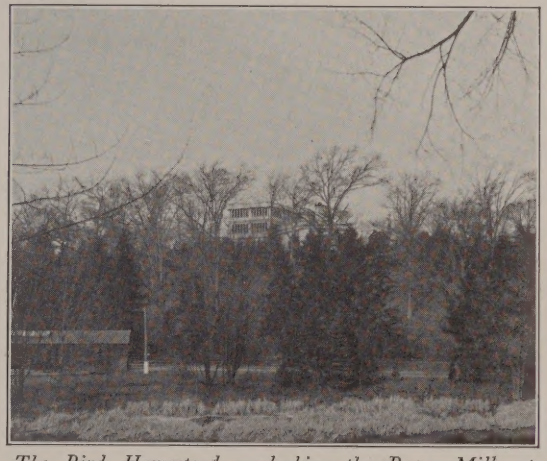
We look forward to 1929 as a year of not only higher production and lower costs, but, what we regard as still more important, a better quality product than we have ever produced.

Competition Never More Than in 1928

R. C. Floyd, Assistant to President

ANOTHER year of business has drawn to a close, and seemingly more rapidly than any other. Each of the Sales Departments of Bird & Son has a right to review the results attained with a feeling of pride and satisfaction—and these in a year when competition was never more keen.

However, in spite of our record of success extending over a considerable period of time, we must always remember that success is actually a relative term, and that our accomplishments already achieved really mean that in 1929 we must



The Bird Homestead overlooking the Paper Mills at East Walpole

strain ourselves all the harder to continue and even improve our past marks, and this with the prospect of the coming year being even more competitive than any heretofore.

We still need to increase our markets, to add new accounts on our books, to strengthen our relations with old accounts and to constantly make the well-known spirit of Bird & Son felt by all who come in contact with us and by many who know us only indirectly.

There is one thing that each of us can and should do, irrespective of what our particular job in the Bird & Son organization is, and that is to be constantly on the alert for new ideas,—new ideas to reduce costs, to improve old products, to add new products to the line—new ideas in a hundred different ways which may result in improving some phase of our business.

There are some things in this world to which financial yard sticks cannot be applied. It is mighty difficult for anyone to gauge the cash value of a new idea. More than one apparently simple suggestion has revolutionized entire industries.

Here, then, is a real opportunity for every one of us.

General Manufacturing

S. B. Montgomery, Assistant Manufacturing Manager

"HERE," said the Red Queen, "it takes all the running you can do to keep in the same place." This advertisement by the Atlanta

Section of the Manufacturing Office showing some of the members of the Engineering, Planning and office staff.

Chamber of Commerce, taken from Alice Through the Looking Glass, illustrates the problem that confronts all our manufacturing departments. During the past few years we have each year bettered the records of preceding years, reducing costs, improving products and perfecting control. To say that we equalled our last year's records would, therefore, be high praise, but we have been able, through the co-operation of all our fellow-workers and through a liberal policy adopted by our management in replacing obsolete equipment and adding money saving devices, to better this record. All of this appears in the write-ups of our four major divisions.

Our planning department has functioned smoothly and the following statement gives an idea of how this department keeps our mills on a steady and balanced schedule.

Planning Department

P. N. Hills, Superintendent of Planning

THINGS YOU WORRY ABOUT DON'T USUALLY HAPPEN." "Rather an axiomatic statement, but nevertheless it applies nicely in designating one of the major problems of the planning departments.

"Idle time is one of the chief subjects of worry to the manufacturing department. Taking idle time can have serious and costly effect in production centers such as the paper machines and Phillipsdale because these machines are on a normal 24-hour day, six days a week and an hour once lost can never be regained by overtime as is possible in some of our other departments.

"Orders seldom come in regularly and practically every product of Bird & Son is affected by seasonal demand. Consequently the problem of the planning department is to schedule enough production to fill orders during the busy seasons and on the other hand to keep the same departments running during the dull seasons when orders are slow. The problem is accentuated by the fact that the seasons vary in frequency and severity for the different products.

"To help in overcoming seasonal demand and preventing idle time, Bird & Son have large investments in warehouses and finished stocks from which orders can be filled during peak demands without materially increasing production and into which warehouses stock can be poured during dull seasons.

"By the use of our warehouses and by constantly checking up stocks on hand, rates of incoming orders and rates of production, the planning departments are in a position to direct the attention of the management to threatened idle time in the various production centers. If sufficient advance notice is given, the management has an opportunity to apply corrective factors which can usually prevent the threat from becoming a reality, in other words, the thing worried about does not happen.

"The system really works as is evidenced by the following examples:

No idle time at Phillipsdale for five years.

No idle time at No. 5 paper machine for five years.

No idle time at No. 4 paper machine for four years.

"All three of the above machines are extremely subject to seasonal fluctuation and idle time once taken cannot be made up."

Engineering Departments

C. W. Conrad, Plant Engineer

OUR Engineering Department has been very active and Mr. Conrad gives us a long list of work completed and contemplated.

In our power plant a new motor driven boiler feed pump has been installed to take care of increased steam requirements.

The wood side wall of the coal pocket has been replaced with a concrete structure which saves on maintenance and preserves better alignment of the gantry crane.

During the summer a new cable was installed to supply additional Edison power for the main mill in case of necessity.

The extensive changes in electric generation and distribution of power have added equipment to the switchboard. We have modernized much of the old equipment which has remained.

After the electrification of No. 2 beater room we were left with the problem of disposing of C engine.

As it was in first-class condition it was decided to use it to generate electric power. A generator was purchased and installed. This is used when load requirements are sufficient and will make it unnecessary to purchase power except at rare occasions.

At both No. 1 and No. 2 Box Shops the shipping platforms have been replaced with reenforced concrete structure. This will result in saving in maintenance cost and facilitate handling.

A new improved lighting system has been installed on C floor of No. 1 Box Shop. Fixtures are of the latest type industrial units and materially improve working conditions.

In the Paper Mill, four new high speed beaters have replaced four old beaters in No. 1 beater room, and one new beater has replaced an old one in No. 2 beater room. These have materially increased beater capacity and have reduced the cost of power per ton of product.

Electrification of Beater Rooms: All main mill beaters and jordans are now equipped with individual motor drives. During the year those in No. 2 and No. 3 have been changed over. This has released C engine for other use and permitted the removal of D engine.

New Wet End No. 4 Machine: A new Fourdrinier with drive was installed on No. 4 machine early in the year. With this a new thickener and two new Bird screens were added and an extension to the building was required.

Since mid-summer work has been underway on the installation of a new wet end on No. 5 machine. This includes complete rearrangement of screens, installing individual screens and circulating pumps for each vat, and replacing all vats with improved type. It is expected that these changes will be completed early in the coming year and will result in obtaining a material increase in capacity on the paper machine. This has been a very difficult construction job because of the necessity of keeping the machine in operation during the reconstruction.

We now have only two engines on No. 4 and No. 5 paper machines and these will soon be replaced by modern variable speed electric drives. These will increase flexibility of operation, reduce power cost and have added capacity for increased production.

In addition to the new lighting system mentioned above we are installing improved fixtures for lighting in all paper machine rooms. This equipment will add greatly to safety of operation and assist in maintaining proper standards of quality.

In addition to the above, our engineering department aided the local maintenance departments at the Norwood and Phillipsdale mills in making layouts and supplying advice on their various problems."

Research Laboratory

E. L. Connolly, Chief Chemist

"The work in the research laboratory which included a study of materials and manufacturing methods, the improvement of existing products, and the development of new ones has been very interesting.

"The selection of the most suitable raw materials is extremely important in maintaining high quality, and assuring satisfactory service over a long period of time. The effect of moisture, heat, low temperature, or even sunlight in some cases, must be determined to assure the utility under all possible conditions.

The application of Bird's Insulating Board on a residence at Braintree Highlands, Mass.

"Before placing a new product on the market it is necessary to subject it to tests that will give information as to how it will "stand up" under the most unfavorable conditions as well as with ordinary usage. Practical tests are carried out as far as possible in our well equipped laboratory, but these are supplemented by tests made on a larger scale with periodic observations and reports of the product in actual use.

"An illustration of one of our problems developed this year in Bird's Insulating Board, a new product which has been thoroughly tested and found to have unusual qualities. It is not only an excellent material as a base for gypsum plaster, but it is also a very efficient insulator as determined by actual quantitative tests made by experts at the Massachusetts Institute of Technology.

"This board, which has a cellular structure, was found to have exceptional value as a sound deadener. Professor Barss of the Massachusetts Institute of Technology reports that 96.6 per cent of the sound striking a sheet of Bird's Insulating Board is absorbed or reflected, and only 3.4 per cent passes through.

BIRD'S
NEPONSET REVIEW

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THE EDITOR'S MESSAGE

WE wish to all our friends, *Review* readers, past, present and future customers, and particularly to our co-workers who make up our strong and loyal organization, the fullest possible measure of prosperity.

A word to our co-workers. The *Review* is published regularly each month, chiefly for the members of our own organization, to provide a medium for the interchange of news between those of us who are at East Walpole and Norwood, at our Phillipsdale and Chicago plants, as well as at our Canadian plants, and our many salesmen throughout the country. We want to make every worker feel that he is a part of the organization, to increase his knowledge of the business, to help increase his interest and value to the concern, and to strengthen his confidence in it, to promote health, to urge safety first, to widen acquaintanceship, to encourage suggestions and study, and to acquaint all with the activities of our employee associations.

While still keeping its essential characteristics, we have tried to make this number sufficiently broad in scope to interest all of our readers, customers, stockholders and the many others with whom we do business. Because of space, many of our regular columns on employee activities are omitted or reduced in amount.

We are always anxious to improve the *Review*, and, while we hope that you enjoy our Holiday issue, we shall appreciate your contributions and suggestions toward its improvement.

From Every Year We've Learned Something New for 134 Years

IN a way, our business furnishes a rather concise summary of more than a century and a third of improvements in American industry. From every year we have learned something new about doing business. A background of 134 years is very useful in judging the future.

In 1795 George Bird, the founder of this business, built a paper mill in Needham. In 1803 he sold this mill and moved to Dedham. In 1817 he acquired the water power rights and land on Neponset River at East Walpole where our main plant is now located. Since that time Bird & Son has retained this water power right and site, but it has expanded very considerably. We no longer depend on water wheels for power to operate our machinery, nor for the sun to dry our paper. After 134 years our business is still vigorous enough to increase in every decade.

To survive and grow every year of those 134, we have had to overcome that eternal enemy of progress, obsolescence. In other words, we have had to keep up with and ahead of the times.

We have learned that obsolescence can be defeated, but it must be constantly fought. When one method becomes impractical or too costly, a new one must be substituted, but again we must provide for the day when that method too shall become out-of-date. It must be met by a reserve, like a reserve for depreciation of plant or equipment.

At frequent, and nearly always unexpected intervals, we must revamp our equipment and our plants or parts of them. Such changes arise in the general course of modern business, from changes in style, improvement in building construction, the use of substitutes for wood, etc. Every change in our plant or equipment requires money and we know we will have to continue to make these changes in the future.

Our plants still manufacture some of the same commodity, paper as in 1795, so we can draw certain parallels between then and now. The business started with about ten employees. Now we have over 1800 employees. The original plant has expanded to ten plants in the United States and Canada with over 100 buildings. We still make paper, the original product of the company. Paper gives us an index of our production of today compared with a century ago. We now make more paper in a single day than was then made in a year. The improvement is due largely to the development of machines, the introduction of steam and electrical power and to higher skilled operators who work shorter hours with less fatigue than in the past. If we made paper by the same method in use in our mills in 1853, or about 75 years ago, our present production would require about 2000 men making nothing but paper. We have less than that number in all of our plants. And paper is only a small proportion of our total production. In all other directions our output has multiplied.

Other goods were originated in intervening decades to take advantage of changing conditions. Bird & Son has always stood ready to bring out new products. Now the men in our plants

produce many kinds and grades of paper; a thorough line of boxes solid fiber, corrugated and folding and telescope, asphalt roofings and building papers in different weights, colors and designs, a complete line of smooth surfaced floor coverings, rugs and rug border, as well as many other specialties along the above lines.

Ingenuity is required to develop new products, perfect new methods, and we must work incessantly on the improvement of present products and methods. Organized ingenuity is represented in our research departments, laboratories, engineering, planning, cost and various other staff departments, superintendents, foremen and every operator must help too.

For 134 years production per man in our plants has increased and quality has improved. This trend is still going on—and must continue faster than ever before. One would think that after a century and a third, quality and production would have reached a final maximum. But this is not true. Past gains must be the foundation for further improvements on a bigger scale.

In the highly competitive lines of business we are engaged in, we must continue to develop new products; to improve our present products and methods, in order to keep up to the times in this never-ceasing change in modern American business.

B. D. R.

From the Auditor and Office Mgr.

A. H. Anderson, Auditor

NATURALLY as another year rolls around we want to review the accomplishments of the past with the hope of bettering the future based on such experience.

It is interesting to note that definite progress has been made toward better coordination of the work in the departments and also in the contacts with other divisions of the institution. We hope to further increase the value of the departments by the proper studies of the character of work which is being handled by the various individuals and by distributing the work to those who are best qualified to handle it competently and economically.

We have found our associations with the various departments and individuals throughout our organization one of satisfaction and pleasure and we pledge a continuation of our support in the policies of Bird & Son, inc.

May your happiness on Christmas and the years to come be complete.

Bird & Son, inc., Largest Shipper on N. Y. N. H. & H.

M. J. Hawkins, Traffic Manager

OUR 1928 activities have been given excellent support by transportation companies. Rail, water and motor carriers have performed in a most efficient manner.

Our shipping position is a most advantageous one. Located on the Providence division of the New Haven Railroad, we are eighteen miles from the terminals of the Boston & Albany, Boston & Maine and New Haven Railroads at Boston. This enables us, when Bird's product users require, to deliver urgently needed consignments to fast freight within two hours from the time of receipt of an order, provided the material ordered is in stock. The value of Boston's port facilities must not be ovrlooked. Regular sailings permit us to serve: Maine Ports, New York, Philadelphia, Norfolk, Baltimore, Savannah, Jacksonville, California, Oregon, Washington, and places reached through these ports. Ships departing for the principal foreign ports of the world enable us to make close connection on short notice.

The port of Providence, twenty-eight miles distant, opens New York City to us for overnight delivery. The daily schedule in effect calls for freight loaded at 1.00 p. m. to arrive in New York the day following at 8.00 a. m. for store door delivery before noon of the same day.

Fast freight train connections at Readville, Mass., Providence, R. I., Framingham, Mass., and Lowell, Mass., dispatches our carloads with almost passenger train speed to nearby and distant cities consuming Bird's products.

This help in our distribution works also in bringing to us the material needed by our various production units.

Two New Haven Road locomotives with full switching crews are required daily to place fuel and raw materials for the use of production and pull away our finished products. Over 1200 cars are handled monthly with clocklike regularity and this service should continue while the New Haven Road maintains the present high standard of power equipment and plant operation.

Motor truck transporation is playing no small part in the distribution of Bird's products to nearby points. To satisfy store door or industrial plant deliveries in nearby places, we must rely upon the motor truck for the handling of less than carload business, so daily service has been inaugurated to Boston, Providence and twice a week to Worcester and intermediate points with special trips as business offers.

The foregoing is pointed out so Bird's Product users may be satisfied that we are prepared to render the maximum in transportation help.

Last year we occupied the position of the largest individual shipper on the New Haven Railroad and figures for this year to date indicate that this position will be retained for 1928.

Of all inventions, the alphabet and the printing press alone excepted, those inventions which bridge distances have done most for civilization.

—Macaulay.

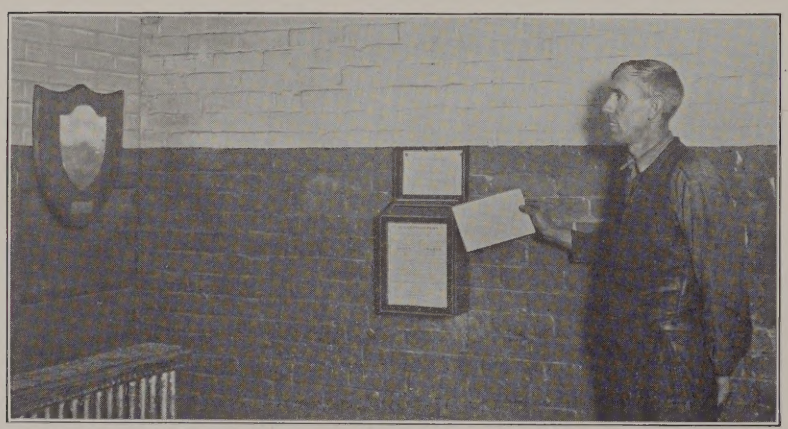
New Suggestion Plan Adopted

More Liberal Awards

PERHAPS few people realize the amount of thought that is given the Bird & Son Suggestion Plan by many people throughout the whole organization. From the man in the mill who puts in a suggestion because he thinks an extra five dollars would come in "pretty handy, "through the man who has a real interest in his job and enters suggestions because he has a desire to see things improved, through the foremen, superintendents, and even up to our President, Mr. Allen—all spend more or less thought and time on the plan.

The next surprise for you is, that the number of prizes for the best suggestion has been increased to three—$100, $50, and $25.

And here's some more news for you: There are to be no more annual awards for the largest number of suggestions accepted during the year. In place of it, we have something better, and what seems to be a fairer arrangement for all concerned. This is it: For every five accepted suggestions, the suggestor shall receive an additional award of Ten Dollars. This shall not be limited by the calendar year. Whenever a suggestor has five accepted suggestions to his credit, he shall receive an additional Ten Dollars, and begin again;



John H. White standing by the new orange colored suggestion box. Bird & Son's suggestion plan gives every employee a part in the management. John seems to be admiring the Safety Shield that is held by the Norwood Roofing Plant for going the longest time without an accident.

Recently, after much consideration, a new plan of payment for accepted suggestions was adopted. This is as follows:

(1) Improvement in product, or new product	$25
(2) Reduction in costs of manufacture	10
(3) Of intangible value, such as reduction of accident and fire hazards, conveniences, etc.	5

In addition to this, of course, there will be the usual special awards for suggestions of unusual merit. There is no "nigger in the woodpile" here. All can plainly see that there is a real reason for this change, and that definite results are expected. It is comparatively simple for anyone to think of something of no tangible value, but it takes real thinking and well-made plans, carried through to a definite conclusion, to result in an idea or suggestion which will mean improvement in any of our products, or reduction in manufacturing costs. Will you be of more value to the company after you have put through something of this sort? It goes without saying.

The management is frank in saying that it hopes to obtain real results from this new plan. Greater incentive should mean more men putting more real thought and effort into plans for improvement—and this should surely mean better conditions for all concerned.

for each additional five suggestions, he shall receive Ten Dollars.

In the past, it has been necessary for all suggestors to start new at the beginning of each year in order to earn any of these special prizes. With the new plan, even though you may have only three accepted suggestions to your credit in December, you may continue in January to try for the other two necessary to win the Ten Dollars. And you can win one of these prizes as often as you can make the grade.

Although there has always been a certain amount of formality observed in awarding the special prizes, no definite plan was ever followed, but it has now been decided that this shall be done in the Directors' Room of Bird & Son, inc., which is the President's Office, in the presence of the Suggestion and Executive Committees, with the presentations being made by Mr. Allen.

And Harry Mann is back on the job investigating.

Watch for the Orange-Colored Boxes

What are they for? And why?

The Suggestion Committee has for some time been considering an improved box to be placed around the mill to receive the suggestions. And the new orange-colored box which will soon make its appearance is the result. Here is a picture

of it, with John H. White, one of our stand-bys, showing how it is to be used. There is a place in the back for suggestion blanks, and above it will appear, from time to time, posters, which it is hoped will inspire all to more and even better suggestions. "The Sign of the Orange Box"—There's where you make your suggestions.

All of this is to go into effect on January 1st, 1929. Of course, the three prizes for the largest number accepted will apply on 1928 suggestions, as will the two prizes for the best suggestions, but these will be awarded in the President's Office according to the new plan.

And then we'll be off to a new start. Let's go!

The following suggestions were accepted at the meeting held on December 5:

Improve slitters	Charles E. Anthony, DPP
	Awarded $10.00
Rubber bumpers on FXRM9	Byard Bennett, FXR
Line floors of skids	Manuel Branco, FBF
Fill space in center of DMBM10	Michael Burke, DMB
Widen Mezzanines in No. 4 and No. 5 hangers	Michael Dzurbanick, FFN
Improvement for shaft on feed pulley, FXRM13	Ernest Field, FXR
Jitney telephone in tractor house	Peter Folan, DMT
Stop on bottom of DMH conveyor	Peter Folan, DMT
Platform to catch sheets	John Ford, FXR
Extend plate on Miehle Press skid	John Ford, FXR
Call bell for FXR basement	John Ginley, FXR
Closed box for guide roll on FXCM1	John Goonan, FXC
Widen pan on FXCM1	John Goonan, FXC
Holder for belt dressing on FXCM1	John Goonan, FXC
Method of lifting Jordan coupling	Herbert Hinson, EMW
Plate on cam trucks	Carl Johnson, FFM
Ball bearing collars on slitter shafts	Herman Lauble, FXC
Iron legs on FXGM26 press carrier	Ralph Martin, FXG
Wing nuts on ductor blade bolts	William McLauchland, FBM
Relocate switch at FXCM2	Thomas Paquette, FXC
Protect high pressure steam pipe at DMPM4	J. M. Smith, EMP
Change vitriol pipe at DM14	J. M. Smith, EMP
Iron clamp on Fordson tractor seat	Everett Tripp, FFM

The race for the prizes for the largest number of suggestions accepted during the year is drawing to a close. At the time of writing, the standing of the leaders is as follows:

John H. White, FBM	9
Peter Folan, DMT	8
John Ford, FXR	8
Herman W. Lauble, FXC	8
Herman Nordstrom, DMP	7
John Mattson, FBM	5
Julian M. Smith, EMP	5
Howard Young, FXR	5

Fewer Accidents in 1928

AT this season of the year it is customary to look back over the preceding twelve months to determine if an improvement or otherwise has been made. So it is with our Safety Work. Of course, we have known from time to time during the year that records were piling up and that 1928 was in the way of being our banner Safety Year.

At the present writing, December 15, everything points to 1928 being "the Safest Year on record." The Norwood Roofing Plant is going on 15 months since its last lost-timer. October was our first "NO-ACCIDENT MONTH" for all divisions. Last month, November, was nearly as good—just missing that distinction by a single minor accident. Last year from January 1 to December 1 there were 93 lost-time accidents. This year for the same period there were 38. A reduction of nearly 60%.

Without going too much into figures and explanation, the monthly records for 1928 show a curious situation—but an appreciated one. During the first six months there were 27 accidents. Since July there have been 11. What has caused this reduction? Are we getting a new and more correct meaning of Safety? Namely, that each individual is responsible for his own and his fellow worker's safety.Whatever the explanation, there is still room for improvement in 1929. Months with 8, 6 and 5 accidents are inexcusable.

A corner in our East Walpole Hospital room. An average of over eleven hundred calls a month are made to these rooms for the treatment of minor ills and accidents.

Each year we gain more and more experience in this business of accident reduction. It is gradually being impressed on us that the greatest factor in Safety and Accident reduction is Common Sense. THINK about the hazards of your own particular job—then avoid them. Naturally as we strive to reduce accidents more and more, it gets harder and harder. However, we have been gaining experience all the while and this should tend to offset the difficulty.

We have achieved what we set out to do a year ago, and "have made 1928 the Safest Year on record." Furthermore, we are justified in rejoicing at this splendid accomplishment to which our individual efforts have contributed. We should resolve, when making our New Year's resolutions, to carry on the fight more vigorously than even in 1929. Let's better 1928's Safety record during the coming year.

H. E. F.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Arthur Wilson*
Julia Clem *Henri Davenport*

Department CX held a real, bang-up meet-up Wednesday, November 30. All the salesmen for the department were East Walpole bound for the gala event, in which of course, the men who make the wheels go round inside the department also participated, with the exception of Mr. Dolan who had a previous business engagement which he could not release. Regrets were made for Mr. Dolan's absence. The meeting took place at the Bird Club in the morning, was followed by a luncheon during which the Messrs. Allen, Bartlett, Miller and Wyman spoke, and during the afternoon, open discussion was held. For dinner they proceeded into Boston, to the University Club and followed that by a Theatre party at the Shubert where they witnessed a performance of the "Red Robe."

If there is anyone out of a job, it might be well to apply to Miss Patinsky. Nell carries a coal mine around with her now.

The CX girls are looking forward with much interest to their Christmas party. They plan a dinner and dance in one of the popular restaurants, to be followed by a visit to one of the "big shows."

The CF girls enjoyed their annual Christmas party after what might be called a whispering campaign. We can't tell whether each one has been talking "about" the other, or "for" the other.

When the fellows learned that the CF girls pulled names early for exchanging presents, they did their early work on reserving long stockings for themselves. Ken settled an argument with Art by taking the smallest stocking and leaving the largest for him. Ernie was much surprised by getting a well-needed extra gas tank full. Now the old Ford won't run low, Ernie, maybe. John was tickled with a "Tin Hat" so he could ride with Ernie's Ford "all dolled up like Ernie."

If anyone has an extra sweater, Bertha Kannally can use it. So far she has only had three on at a time.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Martin Kane is going to take in the winter sports at Ottawa, Canada, the first of the year.

Tony Feeney must be thinking about building on his lot in Medfield,for he has been getting prices on building material.

We deeply sympathize with Ernest Koebe of DVX1 in the recent loss of his father.

Jim Kivlin and a party of friends enjoyed a snow shoeing party up thru Moose Hill one Sunday recently.

Arthur Andrews of No. 4 Paper Machine is leaving to "go down hum" for the winter.

Lewis Keddy of No. 5 recently joined the ranks of the married men. Good luck, Lew.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

John Fleming, EMY, has returned to work after an illness of several weeks. We are glad to see you back, John.

Eric Backman and Kenneth Carpenter are new workers in EMW. Welcome, boys.

John Bartolini has left for New York to meet his intended bride. Congratulations, John.

Wilbur Fay has returned from his hunting trip. Some of the pictures he brought back indicate that he had much success.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

On November 24, Joe Wynne surprised us by marrying Miss Odena Bonin of Central Falls. After a wedding trip through New Hampshire he is back on the job again and we wish both Mr. and Mrs. Joseph Wynne the best of good luck.

John Vargos is running his car again on man power. Recently he drove his car within about a half mile or so of the plant and George Inman, Alec Homenick, and Jack Mello had to help him push it the rest of the way. This does save gas!

We are glad to see Jack Matthews back again from a visit to his home in Newfoundland.

Two newcomers were announced at Phillipsdale this month. They are Josephine Castro, daughter of Anthony Castro, born November 16 and Lawrence Barnard, son of Joseph Barnard, born December 3. Each youngster is the fourth in the respective families. We come in even numbers down here.

We are glad to see Everett Macomber back again with us as night engineer. He has been working on the boats but we guess he thought that perhaps the boats would be too cold in the winter time.

The Paper Mill Safety Committee in session—Left to right: Maurice Tarr, Marshall Grant, Mario Baragine, James O'Donnell, Austin Allen, John DeCosta, Ralph Wilkins, Chairman, Victor Burrell, Tony Feeney, Charles Rafuse, James Houlihan, John Burke. Absent: Joseph Donovan, Lawrence Balduf, Dan McDavitt, Louis Bergstrom.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Prat*

"Home Run" Bill Murphy of FBV is now the proud father of a ten-pound boy. Congratulations, Bill!

Arthur McKenna is quite a hockey fan and can be seen at the new Boston Gardens any time the Bruins are there.

Charles Seavey of FBF was one of the many would-be spectators at the Boston College-Holy Cross Game. Better try getting a reserved seat next time, Charlie.

Arthur Balduf of FBE has exchanged his old "fresh air Henry" for a sedan.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

"Ben" Roberts and Eric Gach attended the Superintendents' Meet-Up at Montreal.

Mr. Hird attended a meeting of the Asphalt Roofing and Shingle Institute in New York City.

Joe Miller was in the office, Wednesday, December 5, which is the 19th anniversary of the date he started to work for Bird & Son. This is quite an enviable record, and congratulations are in order.

We were all mighty glad to have Mr. Bird drop in for a visit on November 22.

A meeting of the Suggestion Committee was held on the 6th and 47 suggestions were received from employees, ten of which were accepted. There will be but one more meeting for the year and the results of the December 26 meeting will determine the winners of the grand prizes. The contest is growing hot and it is hard to say now how it will turn out. Rogers is still in the lead. F. George and J. Sullivan are right on his heels.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Charles Bean *Tom Rogers* *James Daley*

To all its fellow workers in the Bird organization, the Floor Covering Division wishes A Very Merry Christmas

J. Alcott, FF Art Adviser, recently made a trip to Atlanta, Georgia, to attend the Southern Manufacturers' Sales Conference. Jack was on the speakers' roster along with the Governor and numerous industrial leaders. Atta boy, Jack!

John Macchi is sure a real huntsman. He recently returned from northern New Hampshire with a 200-lb. black bear. Only beginner's luck.

Elton Hamilton, the smiling foreman of FFP, is the proud father of a baby girl.

Another baby! Alex Morrison is to be congratulated on the birth of a son.

James Harper, FFP, has been out sick for two weeks.

The only complaint of Clarence Phillips and Edmund Wenstrom, proud possessors of the well-known "garage man's delight," is that service stations aren't close enough.

Ever since Thomas Fitzgerald's Pontiac was towed away by a wrecker, Leon Wilson is planning to fasten a dustpan on the rear of his Pontiac just to sort of pick up stray parts.

The Boyden family wishes to take this opportunity to thank its many friends of Bird & Son for the flowers and kindness in its recent bereavement.

Raymond Boyden, FFN.

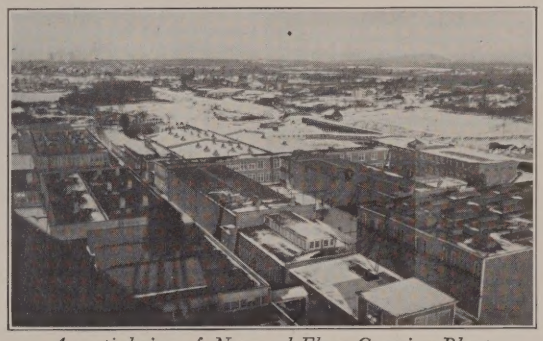
CHICAGO OFFICE

Ralph W. Douvall *Lillian Moe*

For the next month or so we will all be busy wondering whether the socks, ties, gloves or whatnots that we get will fit or whether we can find anybody that they will fit that will trade us.

Unofficially it has been rumored that there are a great many advertising rugs and short ends of Neponset going around in McEndy's territory since the Dartmouth-Northwestern game. Northwestern having won, we will bet that Neponset is a good bet for a lost bet.

Speaking through our long whiskers, as Santa Claus would do, we wish you all, the Merriest Christmas ever and success and prosperity for 1929.



A partial view of Norwood Floor Covering Plant from water tower

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during January.

			Yrs.
Henri Davenport	1- 1-1898	Main Office	31
Carl V. Smith	1- 1-1901	Paper Mill	28
F. W. Welch	1-16-1901	Box Shop	28
Joseph Knaus	1-24-1902	Paper Mill	27
May Gardner	1-26-1902	Main Office	27
Robert Morse	1- 7-1907	Finishing Mill	22
Daniel Reardon	1- 7-1907	Paper Mill	22
Dennis Lowney	1- 9-1907	Paper Mill	22
Michael Smith	1- 9-1907	Maintenance	22
B. D. Rogers	1-21-1907	Labor Bureau	22
H. E. Sawyer, Jr.	1-26-1914	Floor Cov. Sales Mgr.	15
Austin D. Kilham	1- 1-1919	Roofing Sales	10
Tony Willota	1- 2-1919	Roofing Mill	10
Ira Post	1- 1-1924	Floor Covering Sales	5
Isabelle Faunce	1- 7-1924	Main Office	5
Anna Eklund	1-10-1924	Main Office	5
Oliver Turkington	1-14-1924	Main Office	5
Angelo Auciello	1-16-1924	Paper Mill	5
Bruno Stravinsky	1-17-1924	Box Shop	5
Nito Bilotta	1-18-1924	Roofing Mill	5
Fulton McLean	1-18-1924	Floor Covering	5
John Dias	1-22-1924	Box Shop	5
James Connolly	1-23-1924	Floor Covering	5
Ruth Arel	1-24-1924	Hospital	5
Clyde Phipps	1-24-1924	Roofing Sales	5
Matthew Concannon	1-29-1924	Box Shop	5
Roy Mears	1-30-1924	Finishing Mill	5
	Phillipsdale		
Rexford Salisbury	1- 6-1909		20
	Chicago		
James A. Bartlett	1- 2-1924	Roofing Plant	5
Olney B. Schreen	1- 7-1924	Roofing Plant	5
Michael Thomas	1-21-1924	Roofing Plant	5
	Correction		
Florence Holmes	Aug., 1923	Chicago Floor Cov.	5

ATHLETICS

Men's Bowling League

Pushing ahead of last month's leaders, Team FX2 has taken the lead for December and stands first in the Men's League with a record of sixteen strings bowled and only one string lost. Team EM which stood first in the rating of November 17 has dropped to third place. FBP has come up from third to second and is running FX2 a close race, with a per cent of .900 to FX2's percentage of .938.

Individual scorings have also changed. James Dine, FX2, leads with an average of 102–8, and Howard White has come up from fourth place to second. John Keefe, DVX, still

The ten highest bowlers in the Men's Bowling League—Left to right, top row: John Keefe, Charles Flower, Ed Hall, Alex Alexandrini, Edgar Tarr. Bottom row: James Mack, Paul DeLarario, James Dine, Howard White, Teodori Michienzie.

holds his last month's record of High Individual Single String Man, and Alexander is still the High Individual Three String Man. FBP, which last month held the High Individual Three String Total still retains that, and in addition has taken the honors away from FFM for the High Team Single String.

Norwood Fraternity Bowling League

In the Fraternity Bowling League, Bird & Son now stands fifth. At the last set of matches on December 6, the Social Club took first place, winning from the Teacher's Club, Berwick and Smith, the American Legion, and the Knights of Columbus are the other teams with a higher standing than Bird & Son.

Five matches are scheduled for the month of January, two of them with Berwick & Smith, the team which now stands second in the League.

With The Soccer Team

The Soccer team has shown a marked improvement since our last report. On Saturday, November 24, Bird & Son met and defeated the fast and clever Norwegian Athletic team from North Brighton by the score of 4 to 3.

The game was featured by the effectiveness of the newly-arranged forward line. Harry Benson had too much speed, and was altogether too ambitious and forceful for the opposing defense. Scoring three of his team's goals, and playing a fine game throughout, he wound up his day by actually winning the game for Bird & Son in the last few minutes of play. The game was played on the New Athletic Field at East Walpole.

On the following Saturday, December 1, the Bird & Son team was forced to play the crack Fore River Shamrocks at Quincy with a short team, using only nine men against the Shamrocks' complete eleven. The game was not as onesided-as might be supposed. Jack Smith scored the only goal for Bird & Son, and was undoubtedly the most brilliant player on the field throughout the game. Final score, 3 to 1 in favor of the Shamrocks.

The game scheduled with the Woburn Independents at East Walpole on December 8 was postponed because of bad weather, and will be played at a later date.

The players who took part in these games included: Franklin Milliken, Frank Clem, Maurice Tarr, Robert Havaran, Walter McKenna (Captain), Jack Smith, John Mullin, James Mullin, Arthur McKenna, Tom May, Harry Benson, Peter Stupart, Sam May and Ernest May.

Annual Meeting E. M. B. A.

THE Twenty-Eighth Annual Meeting of the Bird & Son, inc., E. M. B. A. will be held in the Lunch Room, off the Main Mill Brigade Room, Tuesday evening, January 8, 1929, at 8.00 p. m., to elect officers for 1929 and transact any other business which should properly come before the meeting.

The following is a list of the candidates selected by the Nominating Committee.

For President		For Vice-President	
Ralph Wilkins	PMB	Halburton Dobbins	SM
George Smith	PBN	Roy Springer	AC
Leo Bernier	PFN	Ralph Wight	PF
For Treasurer		For Secretary	
John J. Linnehan	DMP5	Albert Smith	GC
W. N. Prescott	FF	C. D. Savage	FBV
Harold McNeeley	EM	Lester Evans	FFSM
Investigating Committee		Nominating Committee	
Edward Geraghty	FB	William F. Geary	DF
Helen Randall	GH	Howard Everett	FBP
Lyman W. Small	FFM	Leon Wilson	FFN
Ruel Fulton	FBP	R. L. Tupper	FX1
Ruth Arel	GH	Stewart Nickerson	FFV
John H. White	FBM	M. F. Sheehan	FBB
Thomas Dirkin	FFP		
Dan Jones	DMP3		
James Hammond	DMB		
John Maitland	EM		
Frank Whitehead	EME		
John Burke	DMB		

A. W. Smith, Secretary.
December 7, 1928.

The ten highest bowlers in the Girls' Bowling League—Left to right, top row: Marion Tolman, Ernestine Campbell, Maude Kaler, Agnes Hefferan, Helen Curran. Bottom row: Margaret Kelley, Genevieve Pare, Helen Gustafson, Agnes Foley, Gladys Duncan.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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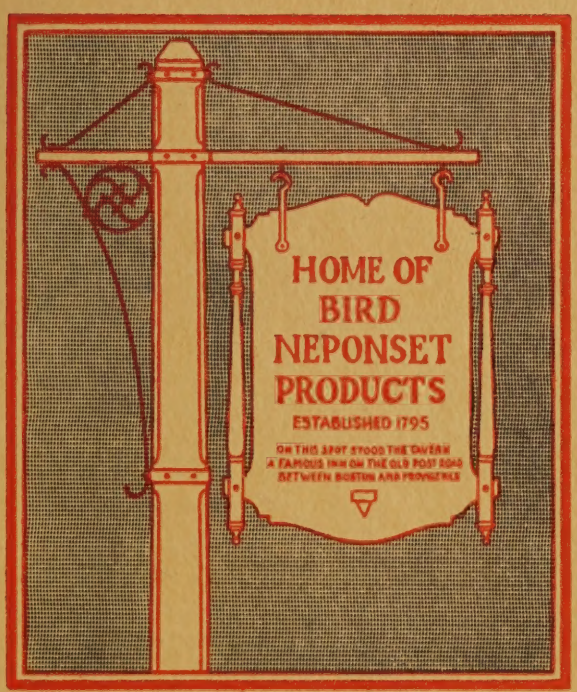
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

HAPPINESS
AND SUCCESS
TO YOU ALL
BIRD
&
SON
INCORPORATED
1928 1929

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XVII NO. 2 FEBRUARY 1929

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Minneapolis, Columbus

Warehouses
Chicago, Baltimore, Everett, Mass., Brockton, Mass., Minneapolis

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

Sales Division

Special Paper Sales
Vice-President and Manager, ELMER H. BARTLETT

Roofing Sales
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales
Manager, CHESTER H. ANDREWS

Western Plant
Manager, FREDERICK H. HIRD
Sales Manager, WILLIAM W. WILSON
Manufacturing Manager, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, RICHARD C. FLOYD

Comptroller, DONALD A. CHASE
Auditor, AXEL H. ANDERSON

Manufacturing Division

Vice. Pres. and Mfg. Mgr., GEORGE R. WYMAN
Asst. Mfg. Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS

Asst. Treasurer and Credits, DIMON E. MERRILL
Asst. Treasurer, HENRI E. DAVENPORT

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, PHILIP R. ALLEN
Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.
Sec. and Treas., HERBERT H. MILLER

Eastern Mgr., WILLIAM B. ROGERS, JR. Western Mgr., RALPH W. WESTCOTT Pacific Coast Mgr., L. W. PROUTY

Branch Offices
Boston, New York, Chicago

Warehouses
Baltimore, Camden, Chicago, Cincinnati, Dallas, Detroit, East Walpole, Grand Rapids, Houston, Indianapolis, Kansas City, Milwaukee, Memphis, Davenport, Pittsburgh, Richmond, St. Louis, St. Paul, New Orleans, Tulsa

BIRD'S NEPONSET REVIEW

Vol. XVII *February 1929* No. 2

GRAND SUGGESTION PRIZES FOR 1928

President Allen Makes Awards at Executive Committee Meeting

ON Thursday noon, January 17, Mr. Allen gathered together in his office the men who had been successful in winning the Grand and Special Suggestion prizes for 1928. With Mr. Allen were Mr. Bartlett and Mr. Wyman, members of the Executive Committee, Mr. Conrad, representing the Suggestion Committee and the following winners: Peter Folan, DMT; John Ford, FXR; John Graham, FBP; Samuel Hunter, FX1; Herman Lauble, FXC; John Mattson, FBM; Ernest Stather, Sr., FXB; John H. White, FBM; George Wood, FFM. Charles Anthony and Clifford Banks of the Phillipsdale Plant did not attend.

1928 Suggestion Contest Winners. Front row: J. A. Graham, second best suggestion; Ernest Stather, Sr., best accepted suggestion; Herman Lauble and J. J. White (tied for first prize). Back row: C. W. Conrad, Chairman, Suggestion Committee; John Ford, Peter Folan, George Wood, E. H. Bartlett, John Mattson, G. R. Wyman, Samuel Hunter, P. R. Allen.

In presenting the prizes Mr. Allen said that he had done all sorts of jobs in his many years with Bird & Son and that it was a very pleasant privilege to award the prizes to the winners. He hoped that everyone would get something besides the checks that he was presenting them with, and he felt sure that the splendid records they had made, would be taken into consideration when opportunities for advancement to more responsible positions opened up. He emphasized the fact that every concern today needs men with ideas.

The first checks presented were those for the largest number of suggestions during 1928.

Herman Lauble, FXC, and John White, FBM, were tied for first place, each having ten suggestions accepted. Each received a check for $100, while John Ford, FXR, received second prize of $50 for nine accepted suggestions, and Peter Folan, DMT, third prize of $25 for eight accepted suggestions. Of these men, both John White

and Herman Lauble have appeared before in the list of those winning the prizes for the largest number of accepted suggestions in a year. John White tied for third place both in 1924 and 1925, and won first place in 1927, while Herman Lauble won third place in 1927. This is the first year that Peter Folan has used the suggestion plan, while John Ford, who has been with us only a little over two years, submitted one suggestion in 1927, had it accepted, and evidently received some incentive from this for 1928.

Stather Began Work Here in 1901

The winner of the First Grand Prize for the best suggestion accepted during 1928 was Ernest Stather, Sr., FXB. His suggestion was that the flower pot waxer be operated by two feeders instead of one, thus eliminating a second shift on the machine and cutting the machine expense accordingly. He was awarded the First Grand Prize of $100, and an additional Special Prize of $25.

John Graham, FBP, won the Second Grand Prize of $50, and a Special Prize of $25, for his suggestion for a larger saturating roll on the saturator, which assisted in increasing the speed of the saturator and in reducing breaks.

Both of these men have been submitting suggestions for years, and show a very good suggestion record.

Charles Anthony, DPP, received a Special Prize of $25 for his suggestion to improve slitters, which helped to reduce complaints. Prior to 1928, he had not submitted a suggestion since 1916, which was accepted. In 1928, out of three submitted, two were accepted and a good percentage of earning shown on them.

Clifford Banks, DPP, received a Special Prize of $25 for his suggestion for a method of keeping the sheet clean as it went over the machine. For the past three years, he has suggested a goodly number of suggestions, and had a good proportion of them accepted.

Samuel Hunter, FX1, received a Special Prize of $50 for his suggestion for a method of repairing punches for Swift Creasers. In the past five years, he has submitted four suggestions, and all four were accepted.

Represent Every Division

John Mattson, FBM, received a Special Prize of $25 for his suggestion for a brake on FBPM2 roll. This suggestion overcame the operating problem of the day, and saved a large expenditure of time and money. His suggestion record is a long and good one. He has been using the system since 1921 and in that year received the prize for the largest number accepted, which was eleven.

George Wood, FFM, received a Special Prize of $25 for his suggestion for a steel ductor on the Coating Machine. He, too, started working on suggestions back in 1921, but there was a gap between 1922 and 1926, so that his record is not as long as some others, but it is none the less successful, as two of his suggestions in 1926 received $10 awards, and one of them received a Special Prize of $10 additional.

From the records of these men, it can be seen that there is no set rule for success. Some men believe that the more suggestions you submit, the more will be accepted; while some are more conservative and will not submit a suggestion until they are sure it is a good one. The important point seems to be that you adopt one of the plans and follow it consistently. Besides putting extra money in your pocket, the successful use of the suggestion plan has a way of bringing your name before the attention of the management as almost nothing else could. The man whose name appears frequently, or even only occasionally, before the Executive Committee as a successful suggestor is bound to mean more than a name, as it might not otherwise occur in an organization as large as this.

A comparison of 1929 suggestion results with those of 1928 is very interesting and illuminating:

	1927	1928
Number of Suggestions Submitted	910	718
Number of Suggestors	239	239
Number of Suggestions Accepted	244	232
Per cent of Suggestions Accepted	28.7	32.1
Number of Successful Suggestors	133	130

THE following suggestions were accepted at the meeting on January 9, and awarded $10 each:

Water and suction heads on Vickery Cleaner	Clarence Pierson, DPP
Saving of steam at saturating rolls	James Quinn, FBM

The following were given an award of $5 each:

Trap houses for FB steam line	Ernest Alexander, EMW
Friction on 8/4 rolls in FFD	Carl Brennan, FFD
By-pass for stuff pumps	L. P. DesJardins, EF
Ductor on idler roll on FXRM34	John Ford, FXR
Improved Bird screen dump valve	Leroy Gardner, EMM
Braces on horses used in EMP	William Gokey, EMP
Bearing under rug chopper	Carl Johnson, FFM
Improve drinking fountains in FX1	James Kelley, EML
Wooden guide roll on FXCM1	Herman Lauble, FXC
Emery wheel on FXCM1	Herman Lauble, FXC
Improved switch in FX2	John Lydon, FX2
Portable sheet iron form	Gatano Nanni, DPM
Communication with old store room	Roy Packard, FBSM
Remove switch boxes at crane well in FX3	Peter Petroni, FXG
Tool rack for electric drills	C. D. Rafuse, EMM
Reversible switch for reels	Joseph Rosevitch, DMP
Board up hole at No. 3 Mill elevator	George Smith, DMH
Slot in gear guard on lid machines	Sidney Stather, FXR
Joggers on FXRM13	Sidney Stather, FXR
Guides in rug border hangers	Walter Storkus, FFD
Relocate steps at stills	James A. Surette, FBQ
Ventilator over FXCX6 and 7	John P. Walsh, FXG
Guide at back end of print machines	Milford Ward, FFP
Locking bars on electric truck yokes	John White, FBM

1928 IS SAFEST YEAR FOR BIRD & SON PLANTS

Lost Time Accidents 60 percent Less than 1927, Our Previous Best Safety Year

As the above headlines state, 1928 proved to be our banner safety year. Forty lost timers this year as compared with 96 during 1927—our previous safest year. All mills have helped to make this possible.

start in January and February recovered and went 6 perfect consecutive months. Then it stumbled, recovered, only to be thrown for a loss during November and December. Even so it cut last year's figure in half—there being 15 in

PLANT	JAN.	FEB.	MAR.	APR.	MAY	JUNE	JULY	AUG.	SEPT.	OCT.	NOV.	DEC.	Total Accidents to Date		Lost Time Accidents per 100 Emp.	Days Lost per 100 Emp.	Calendar Days Since Last Accident
													This Year	Last Year			
★ Bldg. and Roofing													0	13	0	0	441
Phillipsdale		1	1										2	4	1.3	5	292
Floor Covering		2		1		1		2	1				7	20	2.6	46	96
No. 2 Box Shop		1	1			1							3	9	2.6	98	205
Paper Mills	2	1							1		1	2	7	15	2.9	63	18
Chicago	1						2						3	12	3	43	156
No. 1 Box Shop	2	1	1	2	3		1						10	12	5	118	161
Engineering	3			2			2		1				8	11	5.2	45	93
TOTALS 1928	8	6	3	5	3	2	5	2	3	0	1	2	40	96	2.7	51	
1927	7	11	4	10	9	13	5	11	12	7	4	3	96		6.3	120.1	

Indicates No Accidents. ★ Represents Division Holding Safety Trophy.

Undoubtedly the first prize goes to the Norwood Building and Roofing Plant. Their phenomenal run of over 15 months since their last lost-time accident is the envy of all other divisions. For this record-breaking no-accident run they hold the Safety Trophy presented by our President, Mr. P. R. Allen. This was described in our September issue and is to remain in the possession of that division having the longest no-accident record.

The Phillipsdale plant comes second with a no-accident run for the last 9 months. In February and March they had a single simple accident—the total of both amounting to but 6 days lost for the entire year. It will be remembered that DP headed the safety standing during 1927.

Third place is held by Floor Covering. Although the chart shows a pretty broken line for the year, this division has reduced its accidents from 20 in 1927 to 7 this year. A wonderful record.

Number 2 Box Shop is nearly tied with Floor Covering for third place, only losing out because its "severity" rating is slightly higher. Nevertheless it shows 9 perfect months—the last 6 being consecutive and still going strong. Last year this department had 9 lost-timers, this year but 3—a reduction of 6.

Next in line come the remaining divisions—all with reductions over last year and deserving of congratulations. The Paper Mill after a bad 1927 to 7 in 1928.

Chicago had 1 accident in January and 2 in July—all the rest were perfect months. Figuring on a percentage basis, next to FB this plant shows the best reduction—3 accidents this year against 12 last year.

Number 1 Box Shop got away to a poor start. About June, however, it got its back up and had a perfect month. Apparently it rested too soon for the very next month chalked up another accident. Right there something happened, for the remaining 5 months were bull's-eyes. Whereas it does not show as big a reduction as the other divisions, it shows 10 this year compared with 12 last year.

Engineering, although occupying the cellar position reduced its lost timers from 11 to 8. During the year it had 7 no-accident months.

So much for the standing of the different plants. Each and every division has wrought a reduction over previous years and, therefore, merits hearty commendation. Such reductions as the above are not due to the effort of any one individual, but are the results of the efforts of each and every worker to feel his responsibility in keeping his plant's safety record clean.

To everyone who has made these records possible is due hearty thanks and congratulations. May you continue the fight during the coming year. Let our slogan be "safer than ever in 1929."

Floor Covering Salesmen Gather for Big Meet-Up

THE FLOOR COVERING Salesmen's Meet-up, held December 17 and 18, was unusually successful.

The men were brought out to East Walpole early Monday and spent the entire morning going through the Roofing and Floor Covering plants. The trip through the Floor Covering plant this year was carried out in much more detail than heretofore with the result that the men received more definite information regarding the different processes used by our Manufacturing Department.

At noon a luncheon was served at Bird Hall after which talks were given by the following men—Mr. P. R. Allen, President; Mr. E. H. Bartlett, Vice-President and Manager Special Papers Division; Mr. G. R. Wyman, Vice-President and Manufacturing Manager; Mr. P. H. Bailey, Manager Roofing Division; Mr. C. H. Andrews, Manager Box Division; Mr. M. J. Hawkins, Traffic Manager and Mr. B. D. Rogers, Labor Bureau Manager.

The object of these talks was to enable the Floor Covering salesmen to acquire a more comprehensive picture of Bird & Son as a whole, from the men in charge of the various departments. In fact, one of the chief objectives which we hoped to accomplish at the Meet-up this year was to give the Floor Covering salesmen a better appreciation of the size and ramifications of the organization.

After the luncheon the salesmen were taken through the Paper Mills and the Box Shop.

Dinner was served at Bird Hall in the evening followed by a very amusing and interesting talk by Mr. Joe Mitchell Chapple. Mr. Chapple's narration of some of his experiences was not only most entertaining but afforded some very interesting sidelights in psychology.

Tuesday morning was spent in a strictly business session. At that time we had a very interesting talk on furniture store advertising by Mr. Harry Einstein, Advertising Manager for Summerfield's, Inc., Boston. Mr. Einstein's talk dealt with the daily problems with which a furniture store is confronted, and gave the salesmen some very definite ideas which should be of great assistance to their customers.

Mr. Einstein was followed by Mr. Paul Terrill, Sales Manager for Houghton & Dutton Company, a Boston department store. Mr. Terrill's talk dealt more with problems of modern merchandising. He laid particular stress on the necessity of turn-over and on the folly of bargain buying which resulted in an accumulation of slow moving stocks. The high points on merchandising, as practiced today in the most progressive type of stores, brought out in Mr. Terrill's talk will be of great assistance to the salesmen in making constructive suggestions to their customers.

Considerable time Tuesday morning was spent on the matter of designs. Mr. Alcott explained in detail the reasons for each of the designs and colorings which comprise the 1929 pattern line-up.

Mr. H. H. Miller, Secretary and Treasurer, gave a short talk on the relationship between the Credit and Sales Departments.

The Meet-up ended about three o'clock in the afternoon in order to enable the men from the far western and southern points to catch late afternoon trains which would get them home a day or two before Christmas.

One of the new departures at this year's Meet-up was a prize of $25.00 offered for the best article, not exceeding 3000 words, written by a Floor Covering salesman giving his impression of the trip through the Floor Covering mill.

It is impossible to gauge the value of such Sales Meet-ups, but judging from the general attitude and spirit of the salesmen as they left for their respective homes we feel that it was well worth while to get them back to East Walpole again after an absence of two years so that they could renew their acquaintances and intimate contacts with the home office. The men all left here with a feeling of enthusiasm and optimism for 1929.

Most Ingenious Window Display in Months

THE window display illustrated on next page is typical of our dealer interest, in promoting the sales of Bird's Floor Coverings, by means of well planned advertising displays.

This display was installed by the Croll & Fleeger Department Store of Huntington, West Virginia. It was designed and trimmed by Mr. Charles S. Fleeger who makes a specialty of novelty mechanical windows. A knowledge of its operation is necessary to appreciate the skill and originality of the decorator.

The background is made of 9 x 12 Bird's Rugs rolled up and placed on end. In the center of the window on the floor is a 9 x 10½ Rug. Around the outer edge of this rug is a fence built of rolls of wall paper. A number of baby dolls are sitting on the fence, some of them holding Bird's illustrated sales letters showing patterns of rugs.

Just back of the center of the window is a mechanical apparatus made of two boards 10 feet long and 6 inches wide, fastened on to a piece of pipe in the center. The pipe is connected to the pedal of a sewing machine. An electric motor supplies the power to move the boards up and down making a double see-saw for the dolls.

According to Mr. Fleeger almost everybody stopped to look at this unusual display. Women and children showed especial interest.

Good window displays are of great value to Floor Covering dealers in helping them move the merchandise they sell.

Frequently they afford a wedge for our salesmen to open new accounts.

Window display of the Croll and Fleeger Store, Huntington, West Vriginia

Bird Cases Prove Better Than Wooden Boxes

THE picture on this page is one of the most interesting we have received in a long while.

It shows the result of a drum tumbling test made by the Foxboro Company, makers of delicate recording instruments. A wooden packing case and three Bird & Son Fibre Cases, packed with merchandise, were all "tumbled" equally—the treatment which they received probably being five or six times the equivalent of a transcontinental less carload freight shipment—a very extreme test.

The result speaks for itself. The wooden case, as can be seen, was completely smashed and the instrument destroyed, while all three fibre cases came through, a little the worse for wear, but intact. In each case the instruments were found to be in perfect condition. The outcome of this recent test is that the Foxboro Company are now using Bird Solid Fibre Cases for a very large porportion of their shipments. Their durability and reliability even with extremely rough handling has again proven their superiority over the ordinary wooden packing box.

Results of a severe drum tumbling contest. Bird's fibre cases vs. wooden boxes. This contest resulted in the selection of Bird's cases for a large portion of Foxboro Company's shipments of delicate recording instruments.

Southern Division

Mr. Kilham, southern manager, who lives at University, Va., was in Washington early in January on his way to the far South. He reports that from conditions at his office, 1929 looks like a record-breaker.

Frank B. Ross and Ed D. Haley are working Delaware and Maryland. It must seem like old times for Ross to be calling on Maryland dealers.

G. T. Matthews, who was with Bird & Son, inc., for twelve years, working largely in North Carolina, has gone to Washington where he is selling fly screens and metal weather-strips for a Cincinnati, Ohio, Company.

Mr. and Mrs. Edgar Waddell of Covington, Va., were recent visitors in Washington. Mr. Waddell was for years our representative in West Virginia. He resigned several years ago to go into business for himself in Covington. The new Rayon Silk mills in that town will double its population, he says. Our old friends Fiske Carter Construction Company of Greenville, S. C., have the contract to build the mills, which when finished will give employment to 2000 people.

L. B. Thornton, for years our salesman in Georgia and Florida, and now in the Building Supply business in Atlanta, Georgia, under the name of Cromer and Thornton, stopped off in Washington for a day on his way to New York.

Mr. and Mrs. J. H. Van Hoy, our Florida representative, spent the Christmas holidays with Mr. Hoy's brother at Silver Springs, Md.

Mr. Maddox, manager of the Johnson Lumber Co. of Maryland, was in Washington early in January and had lunch with several Bird salesmen.

Mutual Benefit Association Elects Officers

ON the evening of January 8, twenty-three members of the Bird & Son, inc., Employees' Mutual Benefit Association met in the Brigade Room for the annual meeting.

Routine business was transacted, various reports read, officers elected, and plans and policies for the new year discussed at some length.

Benj. D. Rogers, reporting for the Executive Committee, said that the committee had made a thorough investigation on the matter of insurance for retired Bird & Son employees and found that the cost of insurance for employees of the retiring age prohibited the Association from considering it. However, it was found possible, in the case of total and permanent disability of a person under sixty years of age, for the disabled member to receive from the bank disability benefits equal to the total amount of his insurance at the time he was disabled. The money may be paid either in installments or in a lump sum. Mr. Rogers reported that two men had already taken advantage of this new plan, one receiving his insurance in full, the other receiving it on the installment plan.

Bird & Son, inc. E. M. B. A. Officers and Executive Committee. Front row: A. W. Smith, Secretary; Ralph Wilkins, President; Halburton Dobbins, Vice-President; J. J. Linnehan, Treasurer. Back row: S. W. Smith, E. L. Chamberlain and B. D. Rogers, members of Executive Committee.

The election of officers resulted in a virtual re-election of last year's officials. Ralph A. Wilkins was re-elected President; Halburton Dobbins, Vice-President; A. W. Smith, Secretary; and John J. Linnehan, Treasurer. The new Investigating Committee consists of Frank Whitehead, Edward Geraghty, Helen Randall, Lyman Small and John Maitland. The Nominating Committee is comprised of William F. Geary, R. L. Tupper and Howard Everett.

The report of the Secretary showed a total membership on December 31, 1928, of 1815, a decrease of thirty-four for the year. A total of 236 new members have joined during the last twelve months.

Mr. Geraghty's report as Chairman of the Investigating Committee showed a decrease of twenty-one investigations, an indication that through the persistent efforts of the health and safety departments there have been fewer cases of either prolonged sickness or of serious accidents. A total of 226 notifications of sickness were received, and investigations resulted in 200 of them receiving benefit. The Phillipsdale Branch report notes an increase of five members during the year. Thirteen members received sick benefit.

Asked by the President to make a few remarks, Mr. Rogers spoke briefly of the fine work of the officers of the Association, and complimented the Association upon the decrease in its number of investigations. A large share of this, he said, was the result of the excellent work of the hospital and the efficient safety committees through the plant, whose constant efforts had cut down the number of lost-time accidents.

The matter of a physical examination for Benefit Association members was discussed at some length, and it was voted that the Executive Board investigate the matter and take whatever action was thought wise.

The meeting adjourned at ten-thirty.

Company 7, Main Mill, Wins Annual Hose Coupling Contest

COMPANY NO. 7 of the Main Mill Fire Brigade, commanded by Captain Patrick Hession, in competition with Company No. 11 of FF won the annual hose coupling contest held at the Brigade room on January 7. Both teams made consistently good time in their two trials, and the record time, made by Company No. 7, with no losses by penalties, was one minute and nine seconds. Prizes are to be awarded to the members of the winning company sometime in the near future.

The contest consisted of two trials for each company, and two parts to each trial: first, coupling up four standard fifty foot lengths of hose from hydrant to nozzle; and second, cutting out the second length of hose and recoupling the remaining lengths. After each trial the hose line was inspected by the judges, and suitable penalties made for loose couplings or twists in the hose which would prevent a free flow of water. Only one penalty of this description was called on either company.

Both teams which competed in this final contest had been selected by competitions held at the East Walpole and the Norwood plants, respectively, the first week in December. Company No. 7 is made up of the following men: Captain Patrick Hession EMM; Lieutenant, John Bache, EMM; Hosemen, Arthur Connolly, FXC and Win Schaier, EF; Hydrant Man, Martin King, EMP. Company No. 11 from the Floor Covering Plant is as follows: Captain, Elton Moore, FFR; Lieutenant, Daniel Ross, FFB; Hosemen, Allan J. Hill, FFN and Stanley Moore, FFR; Hydrant Man, Albert Winslow, FFR.

Judges for the event were Herbert Jepson, FBE and P. A. Guttormsen, ER. Time-keepers were A. H. Boothby, FBY and Frank Whitehead, EME.

A summary of the final trials is given below. "A" refers to the coupling of hose from hydrant to nozzle, and "B" to the cutting out of the second length and the recoupling of the rest of the hose.

Company No. 7 Main Mill

1. A 57 s
   B 24.8 s plus 5 s penalty
   5 Total 1 m 26 s 8/10
2. A 43.5
   B 25.5 No penalties
   Total 1 m 9 s (Winning Time)

Company No. 11 FF

1. A 53.8 plus 5s penalty.
   B 19.8 s plus 5 s penalty.
   10 Total 1 m 23 s 6/10
2. A 55.8 s
   B 24.8 s No penalties
   Total 1 m 20 s 6/10

Whozit!

AFTER a lapse of two months, we again continue with our column of "infamous pictures of famous people." The choice bit of photography above, represents one of our esteemed workers at the East Walpole plant. While he has no reputation for getting "well-oiled," he makes no apologies for keeping himself and others "well lit up."

November Whozit!

Did you guess who was the good looking boy with the checkered suit in last November's Whozit? This shouldn't have been very hard as the clue line told us he is located at the main mill, and his scheming all over the place. Who else could it be but Sam Kay of the Drafting Dept.

Bird Club Entertainment

LADIES' NIGHT, held on the evening of January 18, was voted one of the most successful parties ever held in Bird Hall. In spite of the bad weather, a large group of Bird Club members and their guests attended.

The entertainment, in charge of a committee from No. 1 Box Shop, was varied and interesting from beginning to end. Five artists, every one of unusual ability, were presented: The Catherine Bates Musical Duo, whose banjo and saxophone numbers deserved all the applause they received; Edward MacHugh, a baritone with a fine voice and a good selection of numbers; Helen Mahier, accompanist and singer of ability; and Peter Murray, whose ability at impersonation seemed to have no limit. Mr. Murray was undoubtedly the main attraction of the evening, and was forced to respond to encores after every one of his impersonations, which included readings in Irish, Scotch, English, Negro, Yankee and Hebrew dialects. Best of all were his "take-offs" of the Jewish politician and the Irish widow.

Immediately after the entertainment, refreshments, consisting of ice cream and cake, were served in the Brigade Room. Dancing, with music by "Al" Pare and his orchestra followed until midnight.

The vital force in business life is the honest desire to serve. Business, it is said, is the science of service. He profits most who serves best. At the very bottom of the wish to render service must be honesty of purpose, and, as I go along through life, I see more and more that honesty in word, thought, and work means success. It spells a life worth living and in business, clean success. —George Eberhard.

A man may, if he knows not how to save as he gets, keep his nose to the grindstone.

—Franklin.

ANNOUNCEMENT

PAYMENT OF WAGES BY CHECK

Beginning March 7, 1929, all wages, as well as salaries, will be paid by check instead of by cash as heretofore.

REASON FOR THE CHANGE

Bird & Son workers, as you know, for the past year have carried on a very successful campaign to reduce accidents, and the Management now asks you to co-operate in the same splendid spirit with them in carrying out this pay-by-check plan, which we are sure will be beneficial to us all.

By using checks instead of cash, it will avoid the dangers in the transportation of large sums of money and eliminate the need of armed men in our plants as has been necessary in the past.

The check system is employed by many important industries and its use is constantly increasing. Most large concerns are adopting it with very good results and we are sure it will work out satisfactorily in our plants and offices.

Another very significant reason for paying by check is the fact that you will be able to receive your pay two days sooner than heretofore. Beginning March 7 everyone will receive his pay on Thursday that was earned up to and including the previous Saturday. Phillipsdale checks will be given out Tuesday.

HOW YOU ARE PROTECTED

Under the present system, if you lose your pay envelope, the person who finds it may keep the money for his own use, but, if you lose your pay check *before you have indorsed it*, the finder cannot use it.

INDORSEMENT OF CHECK

The check will have your name on it which means that it is payable to you, and it is of no value unless you yourself indorse it; that is, sign your name on the back in the space provided. Your name should be signed just as it reads on the face of the check.

If you indorse the check and then lose it, anyone who finds it may cash it and you would be the loser. Therefore, you should *not indorse it until you present it for cash.*

THE BANKS

Checks will be drawn on the following banks:

For all East Walpole workers—Walpole Trust Co., East Walpole Branch.

For all Norwood workers—Norwood Trust Co.

For all Phillipsdale workers—Slater Branch of Industrial Trust Co., Pawtucket, R. I.

These checks will be paid promptly by the banks and without identification. Merchants, too, will be glad to cash them.

WHERE TO CASH YOUR CHECK

You are not obliged to cash your check at the bank on which it is drawn. Cash it wherever it is most convenient for you, but *do not pay any charge* for having it cashed. If you have any difficulty in getting your check cashed or are asked to pay for having it cashed, notify your foreman or department head at once.

LOSS OF CHECK

If you lose your check, for your own protection you should report the fact at once to your foreman or the paymaster.

The following notice appears on every check:

"This check must be presented for payment within thirty days from date."

Therefore, if your check is lost before you indorse it, the paymaster will give you a new one after thirty days have expired to take the place of the lost check.

If for any reason you should fail to cash your check within thirty days, but still have it in your possession, you should return it to the paymaster who will give you a new one in its place.

RECEIPTS AND DEDUCTIONS

As stated above, checks will be given out on Thursday paying through the previous Saturday.

Any deductions such as Benefit Association dues, Credit Union, Bank deposits, etc. made at your request will appear on the little slip which is attached to your wage check showing the amounts that have been deducted. Only the actual amount paid to you will appear on the face of the check.

The slip attached to the check should be torn off before cashing and retained by you as a receipt for your deductions.

We have considered this matter very carefully before adopting it, and, because it has met with such hearty approval by many concerns and their workers, we feel sure it will prove of distinct value to all concerned.

Bird & Son, inc.
H. H. Miller, Treasurer.

February 1, 1929.

BIRD'S
NEPONSET REVIEW

Vol. XVII. FEBRUARY 1929 No. 2

Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Massachusetts; Phillipsdale, R. I.; Chicago, Ill.

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Ideas Worth Money

ON the first page of this issue you see the names and the photographs of the winners of the Suggestion Contest for 1928. Some of the names have appeared in the suggestion column not once, but many times; some of the names are new. But all the names have this much in common: they represent men who regard their work not as drudgery that requires so many hours of attendance a day and as little thought as possible, but as an interesting and creative job worthy of their best strength and thought.

In his remarks at the meeting at which the awards were made, President Allen made the statement that it is men with ideas that any growing concern needs. This is indisputably true. The athlete who is not on his toes physically and mentally every minute of the game is no great credit to his team. The worker who is mentally asleep on the job, who does his task mechanically, is no better than the machine upon which he is working. No matter what your job may be, or how monotonous you may think your work, there is always a chance, as these suggestion winners prove, to make of your work something more than a mere job.

We are proud of the record of these men whose suggestions were accepted in 1928. All of them have shown that most valuable quality in any workman—intelligent interest in the work being done. They have accomplished for Bird & Son, inc., a greater degree of efficiency and safety. They have received checks showing the company's recognition and appreciation of their interest. And, most important of all, they have made themselves more valuable and indispensable in their particular fields.

1929—Our Safety Objective

OLD nineteen twenty-eight has now been almost forgotten. Even the new year has lost some of its glitter, and most, if not all of our resolutions, are either completely K.O.'d or groggy. Even so—the fact remains that a new year has started and it is fitting that you be acquainted with certain facts and informed as to what is expected of you.

Last year, 1928, was the safest year we ever had. But can we repeat? It will mean another display of the "never-say-die" spirit. It will mean every man, every hour, must think and work safely. It will mean that your safe actions are not sufficient—those of your neighbor are your concern. There will be no room for the "safety slacker," the man who is a safe worker *nearly all* the time.

If you would win high safety standing for your plant, you must give your best safety effort every minute. Keep your mind on your work. You mustn't neglect the goggles for a split second; you can't throw things without looking; you mustn't use a two-foot wrench where a four-foot is needed. You can't neglect the scratches and minor accidents nor must you fail to report unsafe places and practices. A "Let George do it" attitude will not find your division finishing at the top next December.

Come on, everybody, let's point for the safest year we ever had. Let's spare no effort but get behind the Safety Wagon and push. He who quits on Safety, if even for a moment, endangers the work of many. The "safety slacker" is going to be darned unpopular.

Up and At 'Em, Boys—Remember Our Slogan "Safer Than Ever in 1929."

New Years' Resolutions

THE following is a bulletin written by Mr. A. D. Bell, Passenger Traffic Manager of the Missouri Pacific Railroad Company to all Traffic Department Representatives and is worth reprinting.

"Ambition is re-born with the advent of the New Year. What a difference in our mental attitude toward the world and ourselves on December 31 and on January 1. A load has been lifted from our hearts with the ringing of the New Year's bells, and we wipe from memory the failures and disappointments of the old year as we greet the New.

All of this is as it should be. We enter into the coming twelve months with a fresh mental attitude toward our tasks—a new desire to succeed takes hold of us—a new resolution to profit by our old mistakes grips us as our determination to accomplish the deeds left undone takes concrete form in action.

Resolutions are commendable if followed through. It is a folly to make impossible promises to ourselves which break of their own weight.

One good resolution followed through to attainment is better than a dozen weak-kneed vows.

Don't bluff yourself. There are enough other forces at work against you. Fortify your character by being honest with your own conscience.

As a New Year is born, remember it is offering you another chance.

The years come and go, and Time is good to all of us. It is the most plentiful commodity in the world—make use of it.

1929 will reward your efforts in just the measure you, yourself, merit. Make the new Hours your slaves and not your masters."

LIBRARY

THERE are two sources of information—the library and the man. Each has its strength and each its weaknesses."

Manufacturing problems have brought more inquiries for our technical books and files, though not as many as if we had not decided that each laboratory should retain for reference the newest books we have purchased bearing on its particular subjects.

The Engineering Index for 1927 is one of the most useful additions, containing references to many magazines that we have on file.

With the large increase in circulation of books on general subjects, the year in the library has been an active one.

Applied Chemistry Reports, Vol. XII, 1927 — Society Chemical Industry
Aluminium Bronze Powder and Aluminium Paints — Edwards
Cements, Limes and Plasters — Eckel
Chemical Action of Ultra Violet Rays — Ellis and Wells
Chemistry of Cellulose and Wood — Schorger
Colloids — Kruyt Van Klooster
Handbook of Organic Analysis — Clark
International Critical Tables, Vol. IV — National Research Council
Industrial Chemistry — Rogers
Industrial and Artistic Technology of Paint and Varnish — Sabin
Mechano Chemistry and the Colloid Mill — Travis
Outlines of Industrial Chemistry — Thorpe
Outlines of Paint Technology — Heaton
Principles of Chemical Engineering — Walker, Lewis and McAdams
Proceedings of Technical Section of Paper Makers, Great Britain and Ireland, 1927
Technical Methods of Analysis — Griffin
Ultra Violet Radiation — Tuckiesch
Wood Properties and Uses — Forest Products Laboratories
Reading List on Paper Making Materials — Lockwood Paper Trade Journal
Boiler Feed Water Purification — Powell
Directory of Department Stores and Shoe Wholesalers — Shoe Trade Pub. Co.
Graphic Charts in Business — Codex Book Co.
Graphic and Mechanical Computation — Lipka
Instructs and Emotions — Babson
New Dimensions (on interior decoration) — Frankl
Our Best Collection Letter and How We Use It — Drake
Psychology for Executives — Smith
What About Advertising? — Goode and Powell

Don't get so interested in what you're going to do to-morrow that you don't do anything to-day.—The Visitor.

It will pay those who cannot do as they please to please as they do.

HEALTH COLUMN

Second Wave of Flu Here

Dr. George Bigelow, Commissioner of Public Health, tells us that the FLU is on the increase again.

Everyone should follow as far as possible the following simple and preventive rules.

1 Sleep at least 8 hours.
2 Drink plenty of water, 6 glasses a day.
3 Avoid crowds; or anyone sneezing or coughing.
4 Do not put your fingers or any other object in your mouth.
5 Watch the ventilation of your office and home 70 or below.
6 Respect rubbers and overshoes.
7 Wash your hands before eating.
8 If you have a cold report to the Hospital or see a Doctor at once.

Are You Afraid of Ghosts?

Wet Feet and Improper Clothing are the Implements with which this Ghost Snares its Victims. Are You Properly Protecting Yourself from its Clutches?

How do you like to work overtime? It is not a distinct pleasure to the majority of people, yet it is a channel through which success is always reached, and this ghost believes in overtime work as he is on the job night and day. He is successful, too, when one considers that he is the direct predecessor of 75% of the pneumonia deaths every year. He is always watching for a chance to strike, and whether it is night or day you are never safe from his clutches. He is constantly on guard—working overtime just to make you one of his victims. You can avoid him if you will, and with less effort than he must exert in order to capture you. The winter months are his harvest time and you must be more watchful than ever during those months.

He is in the office you work in every day, waiting for the air to become stale and the temperature to rise above what it should be, he is waiting for you to open windows and doors causing draughts. Be as clever as he is. Avoid direct draughts. Keep the temperature between 68 and 70 degrees.

At lunch time he is lurking right behind you. If your hands are not clean he smiles—so much better a chance for him. Always wash your hands thoroughly before eating. Eat proper foods, but don't over eat. Too much poorly chosen food is worse than none at all.

You will find him again on the crowded trolley going home at night. The poor ventilation and the close proximity with people coughing and sneezing are his greatest aids. Walk home if possible or at least part way. You need the exercise and also the fresh air. Wear proper clothing and keep your feet dry.

Even when you are ready for bed, he is sitting in the corner of your room, relentlessly watching for a chance at you. Out with him by having plenty of fresh air in your sleeping room and warm bed clothes.

WHAT HAPPENS WHEN A MAN GETS HURT

First of all, he suffers the pain of his injury. That makes it difficult for him to keep his mind on his work. Both the quality and quantity of his production is affected in a way that may result in reducing his own earning capacity.

If he loses time on account of the accident, he loses money that he would have earned, had he not been required to lay off. This loss of wages generally causes inconvenience or hardships to his family, depending on the length of time it takes him to recover from his injury.

Perhaps his place has to be filled in the meantime by some one less efficient. That is another loss to be charged against the accident.

There are many other losses, and they all go to prove that accidents result in tremendous waste, both of men and money.

Stop accidents, and you will put an end to one big item of waste which is just as harmful for you as it is for the company.

Rippco Ripples.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Arthur Wilson*
Julia Clem *Henri Davenport*

Walter Abel has resigned to accept a position as state auditor.

The people of Department AT seem to be thoroughly pleased with the additional room made possible by alterations.

Friends of Eben Johnson, formerly of AW, now with Twin State Gas and Electricity Company, visited AC on New Year's Day.

L. J. Anderson has been transferred from AT to AM to fill the vacancy caused by the resignation of Walter Abel.

Catherine Corbin of AS has been granted a two months' leave of absence. Catherine has purchased a new Whippet and plans to break it in on the roads to California via Florida.

Harold Murley and Ray Young were sporting frozen ears on January 16. Moral—on cold nights keep out of open cars.

It has been noticed that John Andrews and Eddie Tarr are running a close race with Bob Rodd on moustache raising.

Beaver dam and house near Connecticut Lakes, Pittsburg, N. H. The house in the foreground is about 6' above the top of the water and W. J. Quinn of DMP says that beavers are still living in this house and working on the dam.

Many girls from AC and AT journeyed to Fuller's Tavern on January 16 to attend a surprise party given to Catherine Corbin on the eve of her departure to California.

Friday noon, January 18, Ellen Koivu was surprised by the girls in her department with a miscellaneous shower. She became the bride of Mr. Edward Gronroos that evening and after the wedding left for a trip to New York. Best of luck, Ellen.

"Peg" Costello is back with us once more—this time we hope to stay—after an attack of the grippe.

Ten members of the Credit Union, representing its Board of Directors, attended the annual Credit Union Banquet given at the Elks' Hotel, Boston, on January 17. The members, including men from both the office and the mill, reported a fine time and an icy trip. Coming home one car even attempted to head back toward Boston, but after some coaxing was finally persuaded to continue on home.

"Where there's life there's hope." So the Stenographic thinks, as Christmas two more "hope" chests were added to the department. For further details ask Ida Phillips and Dorothy Hartig.

Mrs. Rivera is ill with the grippe.

Ann Mahoney and Mrs. Randall have both returned to their duties at the Labor Bureau after being sick with the grippe.

We extend our sympathy to Irene Costello who recently lost her mother.

We welcome Philip E. Vrooman, a new Southern salesman who is traveling in the Georgia territory.

Geo. E. Pendergast is back on his Connecticut territory after several weeks' illness.

Visitors at the mill during the month included Mr. Bowman and Mr. Walters, of the Inlaid Rfg. Co., Rochester, N. Y., and Thos. Croacher, of the estate of Thos. W. Croacher, New Bedford, Mass.

A Meet-up of Building & Roofing salesmen travelling in New York, New Jersey and Pennsylvania was held in East Walpole, December 27 and 28.

We extend our sympathy to Bill Sline whose mother died during the month.

Miss Sabina Costello is confined to her home with the grippe.

Jerry Sheehan is also ill with the grippe.

We've missed Helen Curran this week as she has been home with the grippe.

Betty Lamore thought she'd keep the department going so she also took the grippe.

We celebrated Kay Dowling's birthday last week with a box of candy—which Kay brought in.

Helen O'Kane is brightening our floor for a month or so and says "it's quite nice." We agree with her.

Our girls and fellows have been traveling to Cobb's Pond in Walpole where there has been good skating.

We all enjoyed the Bird Club entertainment on Friday night the 18th and had a good time at their dance.

Ernie Smith has his Ford up for $10.00. There must be a good reason for earning ten dollars, Ernie.

John Donovan has volunteered to give us lessons in Bridge as he is progressing rapidly himself. Who is the reason John?

John also holds the best record in the eastern part of the state for speed at 5.00 o'clock. He is preparing for the next Track Meet. Perhaps you should lose that ride to the club some night, John and race all the way up.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Martin Kane is the proud father of a daughter born January 3, 1929.

On Thursday, December 20, all workers in DMK held a Christmas party at the clubroom during the noon hour. A chicken dinner prepared by Holman the caterer was served by the committee in charge. Santa Claus was present to distribute gifts. The ice-cream eating contest was won by Larry Doane who consumed one quart.

Leo Marzilliano of DMK left recently to make a trip to Italy. On leaving, he was presented with a monogramed leather bill-fold by his fellow-workers.

We welcome Ernest Oakes, a new member of DMK.

Work is well started on the new settling system in DMH.

Jim Kivlan was out for a few days with a bad cold.

Louis Kosak is still confined to his home with broken bones in his foot.

John Kirkby is at the Norwood Hospital with broken foot bones, the result of an elevator accident in DF.

John Curran is not only an ardent hockey fan, but he has organized two real teams, and a number of good matches have been played on a Union Street pond beyond the Curran farm. John, in a regular uniform, has done some splendid work as a goalee on one of the teams and we are beginning to fear that he has visions of trying out for Tiny Thompson's place on the Bruins' 1929–30 squad. Bruin followers, please take notice.

Flo Steven, of SM, was given a beautiful coffee percolator, sugar bowl, creamer and tray by her fellow workers on January 17, when she left our employ to become the wife of Samuel Hunter, FX1. A miscellaneous shower took place that evening at the home of Althea Garland, at which time Flo was the recipient of many useful gifts from her Bird & Son friends. We extend our best wishes to Mr. and Mrs. Hunter.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Ed Rafuse has a brand new all electric Steinite radio. (We refrain from cracking the usual joke about getting Chile.)

Statia Markewicz is taking the place of Miss Steven in SM.

John Johnson is now the proud father of an eight-pound baby boy born January 7. Congratulations, John.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Once again we all join in thanking the management for the generous bonus given this year. We certainly appreciate these checks and we wish the company a very successful year in 1929.

Joseph Farrell reports the recent purchase of an Atwater Kent.

Clifford Banks has promoted himself from a Ford to an Essex Coupe.

John Davis reports that someone has stolen a few of his chickens. He claims that he can smell them cooking so it is suggested that if anyone knows who did get his chickens that they be told not to cook them while John is around.

Clarence Pierson has just completed a 241-hour run on our machine without a break or a shutdown.

We sympathize with the family of John Hall in the loss of their father, Mr. Jesse Hall, a lifelong resident of Rumford and Seekonk.

Lloyd Allen is getting as bad as Mr. Inman, walking around in his shirt sleeves in zero weather.

We are having quite an epidemic of colds which, fortunately do not seem to be very severe.

Phillipsdale received $160 in prizes for 19 accepted suggestions in 1928. Three of these were $10 suggestions and two special awards of $25 each were given to Clifford Banks and Charles Anthony.

At a recent meeting of the Safety Committee we were favored with a talk by Frank Fisher and also with a short talk by Mr. Montgomery, who congratulated Phillipsdale on the good showing it had made this last year.

The new Safety Committee for 1929 is as follows: R. H. Salisbury, Chairman; L. E. Allen, Secretary; George Swanson, Jack Mello, John Harrington, Charles McLoughlin, William Nassall, Thomas Horridge, Nazario Costa.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

Henry Dowdie spent New Year's Day in New Hampshire.

Tony Penza is out sick, but we hope to see him back soon.

Jim Maguire, late of FXCM2, spent his honeymoon in Norwood. Jim resides in New York City.

We extend our sympathy to Ed Ross whose uncle died on January 16.

John Locke, foreman of FXC has been out sick, but is now back on the job again.

"Corn" Gardner, FX1, who has been with Bird & Son a number of years, has resigned to accept a position in the office of the Treasurer at the Whitman Mills in New Bedford.

Samuel Franzes, FXF, as a pheasant hunter.

DMC and DMH Stock Handling Department. These men unloaded and distributed 51,470 tons of raw stock during the last year. The crew is divided into four sections: DMC1 who feed the Allen Engines and Shartle Breakers; DMC2 who feed cotton stock into the boilers; DMH Stock Handlers who distribute the stock; DMH Unloading Crew who transfer the paper from the freight cars to the stock room.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

Glad to see John Weeks of FBV is back on the job.

"Al" Whitmore of FBE is home with an attack of grippe.

Harry Dresser *almost* bought a new Model 18 Radiola. The three- cornered deal between "Jep" as salesman, Boothby as installation expert, and Dresser, the intended victim, came to grief when the parties of the first and second part of the contract could not agree as to the exchange value of the victim's present set.

We are glad to see friend "Jep" of FBE back at work after an attack of the grippe.

John Trefenow of FBV has moved into his new house in Westwood.

Our perpetual radio man "Bill" Letts has changed his brand again. He now owns a "Freshman Masterpiece"—the best yet, he says.

Tony Lacivita of FBE announces that he has a nice Ford touring car for sale. Going to cash in the Ford and get a new Buick, Tony?

Deeb Esber has returned to his job as expert on the Shingle Tying machine, after a sickness of several weeks.

John Foley's favorite cat is taking a much needed vacation, as per "Doc's" orders.

William Bishop, FBV, welcomed a baby boy to his home Saturday, January 12. Notice the size of him, 4¾ pounds!

Ralph Kemp, PBL, is sporting around in a new sedan.

A welcome caller at FB on Monday, January 21, was Hubert Smith, who underwent a very serious operation in a Boston Hospital several weeks ago. We are glad to see him doing so well.

A few mornings ago some of our men coming to work saw a car parked on the Bird & Son dump, and reported some one asleep inside. Doc and Howard went over to investigate. They found a girl asleep; when she awoke her first question was,"What the heck time is it?" Deciding that time would affect the cure, Doc and Howard left her there to slumber on.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Mr. F. W. Hock and his son, who have the Fidelity Roofing Co. at New Albany, Ind., were visitors at the plant.

Ernest Grosscup, Inspector in the Mill, was obliged to remain at home for a few days due to his wife's illness. This was the first time that "Ernie" had been absent from work for over ten years.

Albert Shriver, Mail Clerk, resigned to take up his studies at the Ohio "U."

Joe Cozzi, who has been working in the Sample Room, took Albert Shriver's place at the Mail Desk, and Joe's old job is being filled by Oscar Bowman, to whom we bid a hearty welcome.

The usual noon-day gathering in our East Walpole Brigade Room.

Messrs. Rettenmier and Smith of the Rettenmier Sheet Metal Works, Detroit, were in with Gel Hall recently.

Mr. George Hinman of Lincoln, Nebr., spent several days at the plant. Andrew Alexander, Slate Man, was operated on at the Cook County Hospital, and we understand that he is doing nicely.

Mr. H. C. Stephal was with us for a week studying the various processes in the manufacture of Bird's Roofings. He was formerly with the Acme Hardware Company at Little Rock and is going into the roofing business there.

Mr. Cain of the Post Lumber Co., San Antonio, Tex., was a visitor at the plant recently.

B. J. Overholt served two weeks as a Jurist.

The Annual Sales Meet-Up was held December 27 and 28, and every one who attended the meetings felt that this was the best Meet-Up we have ever had from the standpoint of knowledge gained of our products; and those who attended the dinner dance are still talking about the good time they had there, Mr. Hird, as usual, proving himself the perfect host. Ben Roberts told us things about Bird's Roofs that many of us never heard before, and in a way that will make them leave a lasting impression. The talks by department heads, and the general discussion that followed were unusually good this year and brought out much valuable information.

A nine-pound son, William, Jr., was born to Mr. and Mrs. "Bob" Brebach on New Year's Day.

"Bob" Peterson remembered us at Xmas time with two boxes of tangerines.

A special meeting of the Suggestion Committee was held on Wednesday, January 9, at which the awards for 1928 were announced. F. George won 1st prize, $100; W. Rogers, 2nd, $50; J. J. Sullivan, 3rd, $25; 239 suggestions were received during the year, 56 of which were accepted.

Earle Clark spent Monday and Tuesday with Glen F. Hall in Saginaw and vicinity, calling on some of Glen's good dealers.

Slippery pavements and walks have resulted in several bad spills among the people in the office, "Vi" Zimmer being forced to remain home for several days because of a bad one.

Mr. Harry G. Kelly of Adams & Kelly Co., Omaha, Nebr., was a visitor at the plant the other day.

E. H. Jansen and his No. 1 Machine Crew are to be congratulated on their 1928 record. They had a total of 79 non-stop runs, 18 production record breakers, and for 55 days out of the year only one stop per day was made.

Ben Roberts attended a meeting of the Manufacturing and Research Committee of the Asphalt Shingle and Roofing Institute in New York last week-end.

No. 1 Machine was the first to put over a non-stop run for 1929. This happened on January 14.

Mr. Hird and Mr. Wilson each spent a day at the Lumbermen's Convention at Indianapolis.

Mr. Duysing of the Noll-Welty Lumber Company, Kansas City, Mo., was a visitor at the plant Wednesday, the 16th.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Charles Bean *Tom Rogers* *James Daley*

George Wood, FFM, pleasantly surprised his fellow-workers by the announcement of his marriage.

Eddie Wenstrom is now performing the arduous duties of a mechanic.

Lloyd Smith, FFN, seems to be hitting just the high spots with that big Hudson.

The "flu" seems to have hit FF pretty badly but seems to be on the wane right now. Let's hope so anyway. Hamilton, FFP, has lost a lot of avoirdupois by the "flu." That must be some consolation for being sick.

FF was glad to see all the salesmen at the meet-up. All the salesmen who recently left East Walpole, namely; Dick Winn, Eddie Johnson, Bob Garner, Stan Blackmere and Sam Creden

seemed to be prosperous and happy. Dick Winn surprised the "boys" by announcing his engagement.

During the meet-up new discoveries were made at FF. It seems that FF has several gentlemen who are able to talk fluently on floor covering processes, materials, etc., with the knowledge of an Edison and the oratorical brilliance of a Webster. May their speeches be remembered and help to broaden the salesman's knowledge of what he is selling.

Well, the snow is here! Too bad for F. Clem, FF's brilliant hockey performer who had been praying for the snow to hold off so that the wonderful hockey weather would last until spring.

Clarence Hagman says he owns a new Ford but nobody has seen it yet. However, spring will soon be here, Clarence—yes, in a couple of months.

You have all heard of the "Silver-Masked Tenor," so well known to radio audiences, but FF has a celebrity at the Floor Covering laboratory in the person of Arthur Cripps, known as the "Cotton-Gloved Chemist."

Bradley, PFL, has finally arrived in the good graces of Registrar Parker and now and then, on cold, breezy mornings, John ventures forth with the big "open" job.

The Floor Covering Plant certainly did itself proud this year by cleaning up inventory work on record time. A little co-operation and hard work did it.

Lester Evans, FFSM, is the new song leader at Bird Club Meetings. At the December meeting he led the "boys" to greater heights to the tuneful strains of "Sweet Adeline."

Roy Young, FFB, has once more exchanged his Chrysler for another Chrysler. Up to date Roy has used four batteries in trying to start the new Chrysler, with the final result that he has to walk for a while.

After 11 years off the runners, Howard Johnson, FFD, is now proudly sporting a nice pair of "strawberries" on his shins, collected in a free-for-all hockey game played at Cobb's pond.

Clare Hayman is sporting around in a Ford roadster that was in its prime about three years ago.

John Smith, FFN's second-hand, was presented a brand new baby girl on New Year's Day.

Les Evans and Mike McColgan have decided not to throw any more snowballs. They say it's not so much fun anyway.

Several of the boys from FFB visited the Sportsman's Show in town on January 16. Among the many booths, Hewins found the vibrating booth the most interesting. Ask him about it!

CHICAGO OFFICE

Ralph W. Duvall *Lillian Moe*

1929 is before us. It promises to be a record breaker in the floor covering sales. We certainly will see that it is.

The holiday season turned out to be a banner period socially. All the girls in the office had dinner at the Terrace Gardens and then saw "Rio Rita" on December 18.

January 27 the Roofing Department had a party at the Windermere Hotel held for their salesmen. The floor covering office girls were invited and those who attended are still talking about the wonderful time that they had. It was mighty good to renew our friendship with Skeeter Williamson and Bob Peterson again who did so much to make our evening merry. We hope the Roofing Division will have Meet-ups more often.

During the past month the army flyers made a record for sustained flight. We question their record after having seen the itinerary that Mr Tyson has mapped out for this past two weeks. In the last two weeks he has been in twelve out of forty-eight states and Highland Park. Of course he only lives in Highland Park.

The Sales Service Department headed up under Mrs. Wittleder could evidently tell us much more than Neponset Sales Service. Mrs. Wittleder has recently been ranked seventh in tennis in the Chicago District.

Speaking of tennis, R. W. Westcott was Chairman of the Chicago District Delegation to the Western Tennis Association Annual Convention held February 2 in the presidential bungalow on the Hotel Sherman. Chicago has about 3,600 member votes or about one-third of the entire Association.

The music court at Francis William Bird Park in Winter

George Allert has returned from his training at the mill to resume his duties as inside salesman.

A. A. Whitelaw has recently come into our organization. He used to sell Bird's products in Glasgow, Scotland.

We are mighty glad to welcome Miss Holmes into our Chicago organization. The St. Paul warehouse is taking over the duties of the St. Paul office, which has just been closed. Miss Holmes celebrated her five-year anniversary with the company last August.

C. D. Knapp was called back home from Chicago and unfortunately could not go on to the Meet-up because of the illness of his mother. We deeply sympathize with him on the death of his mother which occurred shortly after his return.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during February:

			Yrs.
Thomas P. Maguire	2– 3–1880	Retired	49
Rose Friary	2– 1–1888	Box Shop	41
Carl Schaier	2– 6–1890	Paper Mill	39
H. H. Miller	2–17–1902	Treasurer	27
Henry Hartig	2–21–1905	Maintenance	24
Fred Nordblom	2– 2–1914	Paper Mill	15
B. R. Taylor	2–26–1914	Purchasing	15
Mildred Saitz	2– 7–1924	Main Office	5
Francis J. Rose	2– 8–1924	Floor Covering	5
Michael Cronin	2–19–1924	Paper Mill	5
James O'Donnell	2–20–1924	Paper Mill	5
Elton Moore	2–25–1924	Floor Covering	5
Anna Kelliher	2–25–1924	Main Office	5
	PHILLIPSDALE		
John Davis	2– 5–1903		26
Charles McLoughlin	2–18–1924		5
Clifford Banks	2–18–1924		5
Herbert R. Black	2–22–1924		5
	CHICAGO		
John Walsh	2–12–1924	Roofing	5
Mary Curran	2– 4–1924	Floor Covering	5
Bert I. Hindmarsh	2–11–1924	Floor Covering	5
Ida Mitchell	2–18–1924	Floor Covering	5

Success: the thing we all seek and which we lose the moment we quit seeking, thinking that we've found it.

ATHLETICS

Men's Bowling League

IN spite of the interruption of the Christmas holidays and the ensuing "recoveries" therefrom, a large number of matches have been bowled. The standing of the leading teams, however, under the date of January 12, is the same as at our last writing. FX2 still holds first place with a per cent of .980, and FBP second, with .936 per cent.

Individual averages, which have been figured through January 19, show Teodore Michenzie holding first place, with an average of 101–15. Paul DeLararro and Alex Alexander are tied for second, with a 99–14 average.

John Keefe, formerly High Individual Single String man, has given way to Fred Duncan, EM, who rolled off the enviable single string score of 145 in a match with DM on January 8. Michienzie, who holds the highest individual average, has also become the High Individual Three String man with a three string score of 339 to his credit. FBP still retains its honors as High Team Single String and High Team Three String.

The above figures are all based on the averages of men who have bowled at least eighteen strings.

Girls' Bowling League

WITH more than half the season's matches rolled off, the latest list showing the individual averages, is headed by Genevieve Pare with the average of 79–2. Helen Gustafson is second with 78–5, and Mary Geary third with 76–3. These figures are based upon the scores of those who have bowled at least nine strings during the season.

The high single string total for the season is held by Dorothy Lynch, AH, who bowled a 98 on January 16 in a match against CX. Genevieve Pare, in addition to standing first in individual averages, holds the high three-string record with a total of 261. Team AB is the high three-string team with a total of 1152.

DM, which has won eighteen games and lost six, heads the list of teams, with a per cent of .750; AB is second with .709; and AC is third with .688 per cent.

Fraternity League

ACCORDING to the latest figures in the Fraternity League, Bird & Son now stands sixth in the League rating. Five games are left to be played during the rest of the season, the final roll-off coming on March 7 with the American Legion.

The Social Club heads the League with 32 matches won and 16 lost. The American Legion is second on the list. Bird & Son, inc. has rolled a total of 34 matches, 20 of which we have won.

WALPOLE HOME BUILDING

THE WALPOLE Home Building Company has steadily carried out the purpose for which it is organized.

Home Owning. It has assisted hundreds to become home owners. In the last few months alone, over thirty men have been helped to purchase or build their own houses.

With ten per cent of the cost of a house in hand, a house can be purchased at a monthly payment, not much larger than rent, and you own your property.

Plans. Estimates of building costs, opportunity of securing the best of advice from architects and assistance in all financing can be had by coming to the office of the Walpole Home Building Company. It is ready to help anyone interested in owning a home in Walpole.

Rent. A London boy has defined rent as paying by installments for something you never get.

Ashes—Rubbish. By arrangement with the Company ashes and rubbish will be taken away weekly for a monthly fixed service charge. Cleaning up rubbish regularly makes a cleaner and more healthy town.

The Company has a number of houses for sale which it can offer at attractive figures.

The Walpole Home Building Company from time to time will open up new developments, so always has a number of attractive houses for sale or to let.

It is the intention of the Company to help make the community a better and desirable residential district of Home Owners.

A new street has been started leading off of Woodland Road at Woodland, East Walpole. This has been named Park Lane, and a number of lots have been sold.

Desirable lots at Woodland are available and are restricted for the protection of the Home Owner.

The Washington Hill development is located at the end of Morse Street off of Washington Street, East Walpole. The streets to be built have been named Hamilton Road, Marshall Street and Jefferson Avenue. The playground at this development has been named Mount Vernon Place.

Plans are now under way whereby a number of new houses will be built in East Walpole this spring. These houses will be built by people who have recently purchased lots.

The Company has several houses for sale or to let in or near East Walpole.

Card of Thanks

Miss Anna Davis wishes to thank her fellow workers in FXR for the many beautiful gifts which she received at her recent shower.

Acknowledgements

The family of the late Mrs. Sophie Eppich desire to thank their friends for their kind espressions of sympathy and their beautiful floral tributes received during their recent bereavement.

Ernest Stott and family wish to thank their friends and fellow workers of EMM for their kind inquiries during Mr. Stott's daughter's illness, for the sympathy in their bereavement, and for the beautiful flowers.

We wish to express to our friends and fellow-workers our sincere thanks for their sympathy and kindness shown during our recent bereavement.

William F. Sline,
Mary A. Sline.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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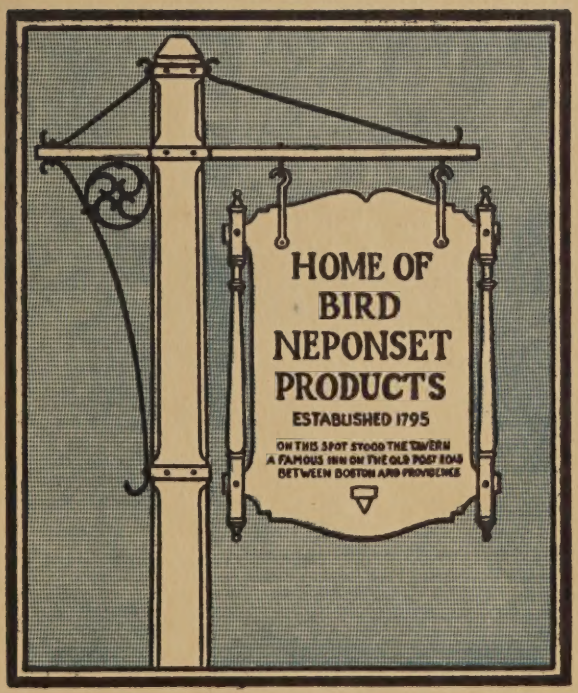
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG.U.S.
MARK
REG.PT

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XVII NO. 3 MARCH 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Special Paper Sales

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS., MINNEAPOLIS

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

Warehouses

BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, TULSA

BIRD'S NEPONSET REVIEW

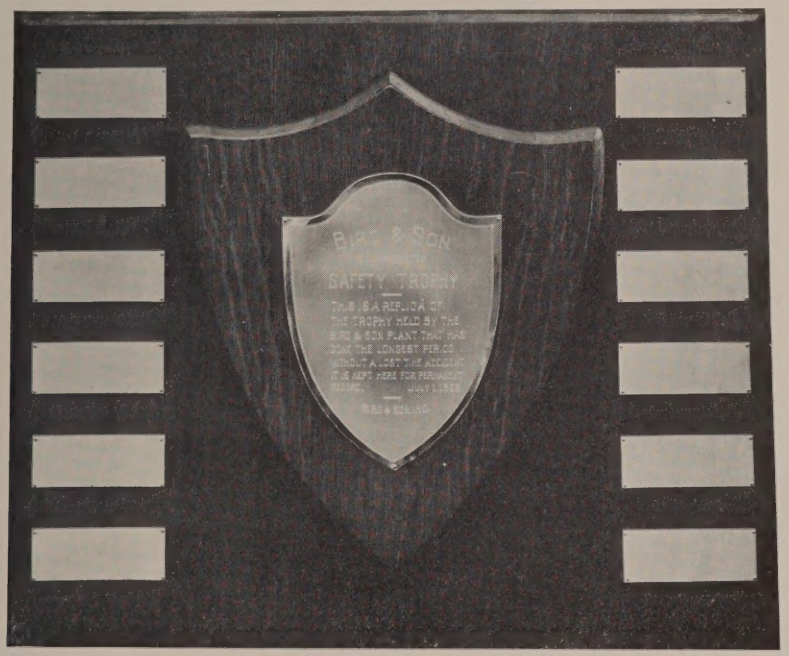
Vol. XVII *March 1929* No. 3

OUR PLANTS ENTER NATIONAL & STATE CONTESTS

Excellent Inter-Plant Showing Should Act as Spur in Outside Safety Contests

THREE years ago the Bird & Son Paper Mills at East Walpole and Phillipsdale entered a Safety Contest conducted by the National Safety Council. Seventy-two Paper Mills were entered from all over the country. The contest was to run from January 1 to June 30 and was to be based on number of accidents and days lost. The end of June found several mills in a tie, so a two months' continuation was declared. At the end of this time the tie was broken and Phillipsdale was found to be in fifth place. For winning this honor DP was presented with a "Certificate of Merit" by The Paper Industry and the National Safety Council.

The following year these two divisions again entered a similar contest. Contestants were divided into three groups; Group A, mills with 500 and more employees; Group B, mills with 200 to 500; Group C, mills employing up to 200. You will, therefore, notice that our East Walpole Paper Mill fell under Group B, and Phillipsdale under Group C. At the close of the period our East Walpole Mill stood *second* in a group of 25 mills and Phillipsdale *third* in its group of 41.



The center shield is a replica of the Bird & Son Safety Trophy held by the plant that has gone the longest number of days without a lost time accident. This trophy is kept in the Brigade Room at East Walpole, as a permanent record, and the names and dates of all plants who hold the original trophy will be inscribed on the plates at the side. The Norwood Building and Roofing plant still retains possession of this trophy having gone since October 10, 1927, without a lost time accident or 495 days. Some record!

Last year Bird & Son again entered these two divisions. New mills were joining the group and competition was becoming keener. Consequently it was becoming harder for us and others to make a good showing; nevertheless even in the face of such adverse conditions it was found when the contest was over that out East Walpole Mill was *thirteenth* out of 34 mills entered in Group B and Phillipsdale was *twelfth* out of 58 entered in Group C.

(Continued on Page 4)

THESE MEN ARE ON THE LOOKOUT FOR YOUR SAFETY

YOUR PART IN THIS RESPONSIBILITY

Somewhere on this page is a picture of the Safety Committee representing your plant. This committee has been chosen from your members to carry out a definite purpose. This purpose is to ferret out and correct the hazards and unsafe conditions in your department. The members of your particular committee are few in number—you are many. Their success can be assured only through your aid and backing.

As you go about your daily work, be ever on the lookout for unsafe conditions, and report all such to a committee member.

Don't let the company and your Safety Committee do all the worrying and working that goes with accident elimination. Consider yourself a "one man safety committee." See to it that you work safely every day. Keep your eyes and ears open for possible accidents. Watch out for the safety of your fellow-workers. Make Safety a part of your job 365 days a year.

Then watch the accident record take a tumble!

Above—BUILDING AND ROOFING SAFETY COMMITTEE
Back Row, Sabino Perinola, Joseph Guertin, James Lowe, W. F. Murphy, Frank Fisher, L. M. Pratt. Front Row, Harry Bellew, Salvatora Purpura, Eli Chamberlain, Charles Delphy, Paul Krucas

At left—PHILLIPSDALE SAFETY COMMITTEE
Back Row, Rex Salisbury, Charles McLoughlin, Nazario Costa, John Harrington, William Massall. Front Row, Jack Mello, Thomas Horridge, Manuel Oliver, Lloyd Allen

Below—MAIN MILL SAFETY COMMITTEE
Back Row, Michael Kelly, Joseph Donovan, Martin Costello, Ernest Stott, John DeCosta, Anthony Feeney. Front Row, James O'Donnell, John Seastrand, Ralph Wilkins, John Burke Mario Boragine

OUR MISSION IS YOUR

GIVE THEM YOUR SUPPORT

Above—FLOOR-COVERING SAFETY COMMITTEE
Back Row, B. H. Bailey, Clarence Phillips, Joseph LeBlanc, J. Stepanovich, R. M. Wight. Front Row, Wilmot Irving, Antonio DiFalco, Warren Dyer, John Smith, Carl Johnson, Walter Cambo

At right, CHICAGO PLANT SAFETY COMMITTEE
A new Safety Committee has been selected for the year 1929 consisting of the following members: B. H. Roberts, L. A. Lance, Tony Ecklund, M. Thomas, M. F. Meyers, J. Schultz, Nick Ahrens, and Henry Morman

Below—BOX SHOP SAFETY COMMITTEE
Back Row, J. B. Maguire, Charles Mutch, Lee Ward, Bartley Curran, William Koch, John Ford. Front Row, Roy Mears, Ernest Stather, Joseph Keefe, Martin Connolly, Frank Fisher, Frank Eisenhaur

BIRD & SON'S SHARE

Somehow, some of us get the idea that the fellow-workers are the only ones who do the "safety stuff."

This is, in all probability, first because Bird & Son as a company is entirely sold on the safety proposition, and second because the workers must be "sold," too. To do this calls for talks by foremen and safety inspectors, bulletins, *Review* articles, and the various other methods with which you are familiar.

The company, for its part, spends thousands of dollars annually on guards and safety devices, upkeep of hospitals, inspections, first aid supplies, magazines, bulletins, salary of Safety and Fire Inspector, etc. In turn, Bird & Son asks, not that you spend any money, or any great amount of effort, but merely that you do your best to work safely—today and every day.

Never Depend on the Other Fellow to Prevent an Accident.

HEALTH AND HAPPINESS

Plants Entered in National and State Contests

(Continued from Page 1)

This year we have again entered the above contest, the only change being that we have been permitted to enter all East Walpole Mills as one unit. This will cover over 700 employees and, consequently, will put us in Group A. Naturally in doubling the number of employees our exposure to accidents is going to be just twice as great. Does that daunt us? Not at all, for we believe that here at Bird & Son we have as fine a bunch of loyal, fighting workers as are to be found in any mill in the country.

To give the contestants something tangible to strive for, there is presented to the winner of each group the National Safety Council Trophy. In addition there is a major award consisting of the Grand Prize Cup donated by The Paper Industry of Chicago. This goes to one of the three group winners whose performance is the most outstanding judged from all angles.

Starting January 1, 1929, the Massachusetts Safety Council invited us to join in a state wide Safety Contest to reduce accidents. This contest which runs from January 1 to December 31 is based on number of lost time accidents and man hours worked. As in the National Safety Council contest, the various mills are divided into groups according to the number of employees. There are 5 groups. All our East Walpole and Norwood plants and offices are included, putting us in group A.

From the foregoing you must realize that Bird & Son is in this Safety game to stay. Furthermore, that our consistent, determined fight against accidents is gaining ground to such an extent that we are holding our own against the foremost mills in the country. In the past we have shown what we could do in this Safety Business. But—we can do better. There can be no standing still—we must go forward—never backwards. It means that every man, every hour, must think and work safely. What a satisfaction it would be for our mills to come out at the top of the list. Remember, he who quits on Safety, if even for a moment, endangers the work of many.

The Safe Workers

It pays a company to have safe workers; but it pays the worker equally as well to play safe. When a man trained to do expert work is incapacitated through fault of his own or through action of another, it means disorganization with a corresponding loss in production; or if a unit of machinery is put out of business through somebody's carelessness, days may be lost before it can be put in repair and functioning as profitably as was the case before the accident happened. But most important of all features in connection with this accident business has to do with the family of the worker—the wife and the children who look to him for all they get out of life. Their greatest safeguard goes hand in hand with the safe practices of the husband and father and those associated with him as co-workers.—The Granby News.

Suggestions

HAVE you seen the new Suggestion Boxes? But we can answer that ourselves—we know you couldn't have missed seeing them unless you were blind. We feel very proud of them and like to look at them ourselves. Because of the fact that the locks on the old boxes could not be used, there was some delay in getting them ready, but everything is all set now and we hope the boxes will be used so much that they will have to be repainted every few months.

We do not know whether it was due to interest in the new plan for making awards for suggestions or to the fact that our old friend, Harry Mann, was back on the job investigating, that there was quite a large influx of suggestions during January. There was an increase of 33⅓% over the number received during the same period last year—77 this year, against 59 last year.

Although there were no $25 awards for improvement in product, or new product, there were six $10 awards for reduction in costs of manufacture. And incidentally four men made a good start toward their first special award of $10 for five accepted suggestions.

The following suggestions were accepted, and fell into the class covering reduction in costs of manufacture, receiving an award of $10 each:

Punching device on Kidder press	John Clancy, FXB
Couplings on slitter shafts	Charles Flower, FFM
Change steam pipes on blank presses	John Julianette, FXB
Improved method of changing blocks	N. E. Lindequist, FFB
Idler roll at glue section on FXCM2	Charles Mutch, FXC
Extend slice stands	W. C. Sword, DMP

The following suggestions fell into the class covering suggestions of intangible value, and received an award of $5 each:

Support for sheet rack	Byard Bennett, FXR
Exhaust pipe of glue pots	Byard Bennett, FXR
Protect pipe in DM22	John Donohue, DMT
Pipe plug for varnish, 4/4 machine	G. C. Fillmore, FFM
Change piping on Vickery conditioner, DMPM2	William Gokey, EMP
Economy in electric lighting	James Hadden, EMW
Sliding pane of glass in PM's office	Edward Knaus, P
Change hand wheel at 1st cut-off on FXCM2	Charles Mutch, FXC
Vertical pins around wire guard on chlorinator	Frank Nyborn, PML
Walk at thickener	Clarence Pierson, DPP
Hanger for roll at top of FFD hanger	Patsy Sansone, FFD
Signal in rug border hanger	Patsy Sansone, FFD
Bag rack support	Sidney Stather, FXR
Extension on winder post of DMPM5	James Trenholm, DMP
Steel ladder on front end of reel frame, DMPM5	James Trenholm, DMP
Change spindle oil pipe	John W. Walsh, FBM
Raise fire whistle bolt and extinguisher	Steve Wilson, FFP

Bird Club Entertainment

MIX two large helpings of chicken pie, as many servings of apple pie a la mode as you are good for, a fine speech by Lieutenant Governor Youngman, sprinkle generously with selections by the Hum and Strum Boys, and you have the recipe for as fine an evening's entertainment as the Bird Club has enjoyed for a long while.

Officers' night, on February 18, began most auspiciously with one of Larimore's famous Chicken Pie Dinners—and only those who have had one of these dinners can realize all that that means. During and following the meal, Hum and Strum, well-known radio broadcasters, entertained with popular songs.

The speaker of the evening, introduced by R. C. Floyd, assistant to the President, was the Honorable William S. Youngman, Lieutenant Governor of Massachusetts. He spoke very interestingly for nearly an hour upon the subject of "Nation Builders," taking as examples of great nation builders Chief Justice Marshall, Andrew Jackson, and Daniel Webster.

The entertainment was concluded with another group of selections by Hum and Strum and their very able pianist, Benny McLaughlin. Over two hundred members attended, and although quite a few were forced to leave early to attend town meeting in Walpole, the larger number stayed to hear the address by the Lieutenant Governor. John J. White was chairman of the committee in charge.

Record Month at FB

JANUARY has been a record month for shipments at the Building and Roofing Plant, and February promises to be another. During January alone, over 8200 tons of material were shipped away, and although figures for February are not yet available, indications point to total shipments of between 8500 and 9000 tons for the month.

Truck yards at FB where record shipments of roofing are going out

Loading crew in shipping sheds at FB

Approximately thirty per cent of January's shipments were made by trucks such as those shown in the picture in this issue.

Blackmer Wins FF Prize Award

STANLEY BLACKMER, new floor covering salesman, has been awarded the twenty-five dollar prize for his article giving his impressions of the trip through the Floor Covering Mill, during the salesmen's meet-up in December.

A prize was offered at the meet-up this year for the article, written by a Floor Covering salesman, which showed the keenest observation and the best understanding of the processes explained during the tour of the mill on December 17. Out of the group of articles submitted. Blackmer's was judged the best.

Blackmer, a graduate of Bowdoin College, 1925, began work with Bird & Son, inc., in January, 1928. He started with the regular Student's Training Course, consisting of work first in the mill, and later in the office. Early in November, 1928, Blackmer left the office to take the territory in western Connecticut and southern New York, where he has since been located. The judges give especial credit to the prize-winning article because it was written by a comparatively new salesman, rather than by one who had had long experience with floor covering and the processes by which it is made.

Sandy was in the moving picture business, and went down to London to get some pointers on advertising. He saw on one of the theaters a sign reading:

"All persons over 80 years of age admitted free."

Our Scotch friend thought this was pretty good. But on his way home, mulling it over, he decided it was a bit liberal, so he hedged a little when he came to hang out his sign. This is what passersby were startled and amused to read:

"All persons over 80 years of age admitted free—when accompanied by their parents."

Sent in by W. K. Smith.

Economy makes happy homes and nations. Instill it deep.
—George Washington.

SAVINGS BANK LIFE INSURANCE IS BEST FOR WORKER

Because of some misunderstanding of the policies received by a few of those who contracted for insurance last summer, we have asked Mr. Grady to explain the difference between a twenty year endowment and a straight life policy.

He has, in the following article, made it very clear that the straight life policy is not only cheaper but has all the advantages of a twenty year endowment policy. It is also interesting to note that one may carry $2000 of the straight life plan for less than the cost of carrying $1000 on the twenty year endowment plan.

AS a result of the many advantages of Savings Bank Life Insurance sponsored by the Commonwealth of Massachusetts and written by the Mutual Savings Banks, life insurance as a means of combining both protection and savings makes a far greater appeal to the average wage-earner than was ever experienced by the plan of weekly premium insurance. As an example of these advantages and with a view to avoiding too much detail, the following will be of interest:

1. All Savings Bank Life Insurance policies are in full immediate benefit.

2. All life insurance policies have a cash surrender value at the end of the first six months,—except term insurance.

3. All life insurance policies have a dividend return at the end of the first year.

4. By leaving the dividends with the insurance department of the savings bank, they may either increase the savings value of the plan, or be used to purchase paid-up additional insurance.

If the latter plan is followed, the dividends not only increase the savings value of the plan but the amount of insurance payable under the policy in the event of the death of the insured is substantially increased. This plan is the more popular plan because it increases the insurance value each year, and will cause a straight life insurance policy to mature as paid-up policy or an endowment policy,—in the meantime providing greater insurance protection than either a twenty payment life policy or a twenty year endowment policy, and for less cost.

Assume a person to be age twenty-five nearest birthday.

His annual premium for $1000 insurance on the straight life plan is $18.12.

His annual premium for $1000 insurance on twenty payment life plan is $26.12.

His annual premium for $1000 on the twenty year endowment plan is $42.08.

If dividends on present scale are applied to purchase paid-up additional insurance under the straight life policy, the policy will increase in value from $1000 in the first year to $2092 in the thirty-first year; and if the policyholder is living at the end of the thirty-first year, it is estimated that the cash available to him at that time will be $1020. The premiums that he has paid in during the thirty-one years have totalled $562.

If dividends are applied to purchase paid-up additional insurance under the twenty payment life policy, the policy will increase in value from $1000 in the first year to $1993 at the end of the twenty-sixth year; and if the policyholder is living at the end of the twenty-sixth year, it is estimated that he will be entitled to receive in cash $1035. The premiums paid by him during the twenty-six years have totalled $522.

If dividends are applied to purchase paid-up additional insurance under the endowment policy, it is estimated that the insurance value will increase from $1000 in the first year to $1335 in the seventeenth year. If he is living at the end of the seventeenth year, it is estimated that he will be entitled to receive in cash $1092. The total premiums paid by him during the seventeen years have amounted to $715.36.

On the basis of the above figures, it is therefore obvious that a straight life policy is by far the least expensive; that it increases in value much more rapidly than other forms of insurance, in proportion to the amount of money paid in,—and that it offers a very satisfactory investment value if surrendered for cash.

However, in spite of these figures, there are a few people who still cling to the idea of twenty year endowment insurance, and to those persons the savings banks offer the One Dollar a Week plan which combines a straight life policy with a savings bank account. This not only makes available $1000 in cash at the end of twenty years, but in addition (assuming age 25) provides insurance value of $872 fully paid-up after the $1000 is withdrawn and premium payments have ceased. This insurance is fully paid-up and is payable at the death of the insured, and pays dividends to the policyholder as long as he lives.

The endowment policy must mature at the end of the twenty years because it is a twenty year contract.

The One Dollar a Week plan may continue indefinitely, however, because it is a life contract, under which the insurance value and cash value continue to increase with each policy year so long as premiums are paid.

Among the employees of Bird & Son, over two million dollars of Savings Bank Life Insurance are in force. Among these there may be some persons who do not thoroughly understand their policies, and to every such person an invitation is extended to consult with Al Smith at the Labor Bureau and ask any questions that occur to him.

T. T. Grady.

Whozit?

THE gentleman with the brass buttons in the accompanying picture is now one of Bird & Son's "powers behind the throne." In fact, it has always been his job to keep things humming.

Did you guess last month's whozit? Who else but Frank Whitehead could keep us "lit up" all the time!

This Can't Happen with Payment by Check

Recently two excellent arguments in favor of payment by check were forcibly brought to the attention of workers at No. 1 Box Shop.

First, Anton Sansone had the misfortune to lose his pay envelope containing his full week's pay. The following week George Dray had a similar experience. No amount of searching was able to bring the missing envelopes to light. Nothing could be done to rectify matters, as their pay was in cash and was lost after they had received it and signed for it.

Under the new method—payment by check—neither Dray nor Sansone would have had to stand the loss of their week's pay, provided the loss occurred before they had endorsed the check. They would have reported the matter to their foreman, or the paymaster, and a duplicate check would have been issued after thirty days.

The new method of paying wages by check begins on March 7. Make it a point NOT to endorse your check until you present it at a bank or store for cashing.

Aviation Sign Completed at Norwood

At the suggestion of the Norwood Aviation Committee and the Boston Chamber of Commerce, Bird & Son has recently constructed a sign on the roof of the Finished Products Storehouse at the Floor Covering Plant.

The sign, of which there is a picture in this issue, is 116 feet long. Each letter of the word "Norwood" is 15 feet high, and the arrow pointing north measures 72 feet. It has been made of letters cut from Paroid Roofing, painted with aluminum and cemented with asphalt cement to the roof which is slate surfaced ready roofing. In order to make the letters stand out more clearly the roof has been painted black with Neponset roof coating.

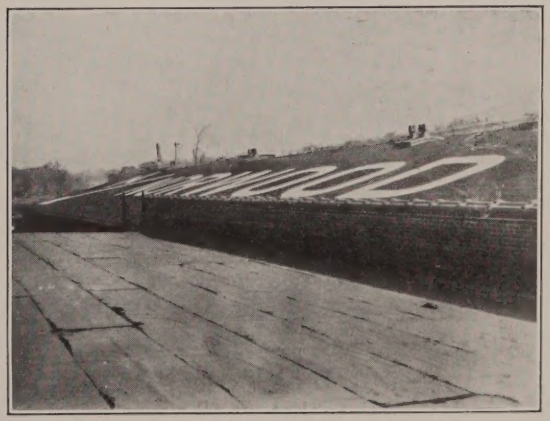
This sign is one of a number that are being constructed to aid air pilots in daytime flying. At the present time pilots say that it is very difficult to distinguish one town from another, when flying at any height at all. Any sort of guide post, therefore, is more than welcome.

Fire Brigades Study Artificial Respiration

ARTIFICIAL respiration and life saving methods were the subjects taken up at the regular Fire Brigade meetings in February. At the Norwood plant Mr. Nelson Sly of the Norwood Civic Association gave instructions on the proper methods of artificial respiration, and at the meeting in East Walpole, Mr. Merl Pratt, Mr. Sly's assistant, gave similar instruction and illustrations.

On Monday night, March 4, the combined Fire Brigade companies of the East Walpole and Norwood plants are holding a joint meeting in Bird Hall. As their guests they will entertain members of the Safety Committees, Emergency Corps, foremen, fire and safety officials from other companies, and members of the police and fire departments of Walpole and Norwood.

Several reels of film will be shown and well-known speakers on safety and fire prevention will be present.



New sign recently painted on the roof of FF store house. The letters are 15 feet high and 6 feet across. In the further corner of the picture is the arrow pointing due north, for the guidance of airplanes

BIRD'S
NEPONSET REVIEW

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MILLS: East Walpole and Norwood, Massachusetts; Phillipsdale, R. I.; Chicago, Ill.

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Salesmen of Safety

MR. ROBERT DOLLAR, multimillionaire and President of the famous steamship lines which bear his name, recently climbed two flights of stairs to a shipping office in Shanghai, to sell the service of his company. It was his second trip up those stairs in as many days and was not an easy climb for a man of his age, but it proved successful. The man behind the desk, seeing this fine old gentleman, eighty-two years old, enter his office for the second time, looked up in some surprise and said, "Mr. Dollar, if a man of your age is willing to climb up two flights of stairs to show his personal appreciation of me and my trade, he can have all the freight shipments which I have to send by water from now on."

The orders which he received may or may not have been of any great value, but the story illustrates Mr. Dollar's realization of the importance of personal and sincere salesmanship—the only kind of salesmanship that consistently brings results. Mr. Dollar had a business to sell—a business on which he was sold himself—and he realized that it needed most of all his personal and enthusiastic interest.

We too have a business to sell—a business which is at the same time our own and everyone else's. Like Mr. Dollar's business, it needs to be sold not once, but constantly, and like his it needs sincere personal interest on the part of the salesman. We refer to the business of keeping our plants safe for ourselves and for others.

For the past two years Bird & Son has been establishing an enviable record of safety in its plants. We are proud of that record and of those who have made it. But there is always the danger of letting things slip, of forgetting to be careful, of being too sure of ourselves. Just now is the time that we need to be the most careful. Just now is the time that we all ought to be salesmen for safety.

We should not only see to it that we ourselves do nothing to spoil the record that we have built up, but we should sell our opinions and convictions to our fellow-workers. "A plant is as safe as its most careless worker." For one man to practice safety sincerely and for another to disregard the rules of safety is to endanger the lives of everyone in the plant. Unless we convey our ideas of safety to all those who work with us, both by talking about it, and by practicing it continually, we cannot be certain of being safe ourselves.

Mr. Dollar was a sincere salesman, convinced that he had something worth while to offer the man whose office was two flights up. But if he had failed, he would have lost only a portion of some desirable business. We, however, if we fail to "sell" our convictions about safety to our fellow-workers, stand the chance of losing the thing we value most, and the thing that can never be recovered if it is lost—our health, and perhaps even our life.

The safety record for the past year is not merely a record; it is proof of the fact that we are at present working in one of the safest plants in the country. Is it not worth our while to make sure that we shall be able to repeat these same words in March, 1930? Is it not for our own best interests that we all be constant "salesmen of safety"?

How Do You Take Criticism?

CRITICISM is one of the easiest and hardest things for a man. It is one of the hardest things to take in the right spirit, and it is one of the easiest to help a man to greater achievement.

One hates to be told that he is not doing his job rightly or as well as he might; one hates to be shown his weaknesses. And yet, it is only by realizing our mistakes, by having them constantly pointed out to us, that we can correct them and improve the quality of our work. A man who resents the criticism of his superiors is more likely to be too small than too big for his job.

Thomas A. Edison has said: "There is no truer test of a man's qualities for permanent success than the way he takes criticism. The little-minded man can't stand it. . . . It never occurs to him that he might profit from the experience."

Yes, he profits in two ways: he learns, if he is wise, not to make the same mistake again; and he gains courage to go on and try some bigger job, at the risk of facing more and harsher criticism.

As someone else has said, "As long as you are worth criticizing, you are worth keeping." When you resent criticism which you know is just, but which you are afraid to face, then you are not doing your job well. When you are not doing your best work, you are no longer wanted. Criticism may seem to be an evil, but it is a very necessary one.

LIBRARY NOTES

THE Forbes Business Library has been brought to our attention again through circulars recently sent us. For some time we have owned this set of twelve volumes, each written by leaders in American business whose experience in selling, management and finance is of inestimable value.

This month the number of our new books for study and for our leisure hours has been larger than usual. "The Bibliography of Paper Making, 1900 to 1928," by C. J. West contains reference to literature in every department of paper-making from the most reliable sources during this period.

"Laws of Management Applied to Manufacturing," by Alford and "Industrial Engineering and Factory Management," by Anderson, are late publications on this subject.

Other recent books are:

Water Purification	Ellms
Packages That Sell	Frauken and Larrabee
History of Economic Progress in the United States	Jannings

Some of the new fiction:

Harness	Gibbs
Old Pybus	Deeping
House of Adventure	Deeping
All Kneeling	Parrish
Gay Courage	Loring
Wild Horse Mesa	Grey
Queen's Gate Mystery	Adams
Silver Slippers	Bailey
Nuptials of Corbal	Sabatini
Younges Venus	Ruck
Hill Country	Benson
Beau Ideal	Wren
At the South Gate	Richmond

D. A. Chase Resigns from Bird & Son

MR. DONALD A. CHASE, comptroller of Bird & Son, inc., resigned from the organization on the first of February to become President of the George A. Frost Company of Boston, makers of the world-famous Boston garters.

Mr. Chase began work with Bird & Son in February, 1918, and in August of the same year he was made assistant to the President, which position he held until Mr. Bird's death.

We sincerely regret the losing of Mr. Chase, but at the same time we extend to him our best wishes for success in his new and highly responsible position.

Vision and Success

Vision plays an important part in business success. The man who looks not only ahead, but all around him, will see opportunities that are entirely missed by men engrossed in the petty routine of immediate affairs.

Without vision, ideals are impossible. The spirit of service, the sincere intent to earn one's way in the world, the earnest endeavor to deliver just a little more than is expected—these are products of vision. It takes vision to see that a business is built, not of single orders, but of customers. Customers can be carved only from the solid rock of service.

—Edison's Monthly.

One Newspaper's Comment on Our Pay-by-Check Announcement

On February 15 The Quincy Patriot Ledger had a very interesting editorial regarding our pay-by-check announcement which goes into effect on March 7. We believe our readers will be interested in the article written by Mr. O. L. Stevens, Editor of the Patriot Ledger.

Paying Wages by Check

A CONSIDERABLE change in the handling of money in and around Walpole is forecast by the announcement of the Birds, paper manufacturers there, that beginning March 7 all wages as well as salaries in their extensive industry will be paid by check instead of by cash. The change is full of interesting aspects. Of course safety is the prime motive. When all employees are paid by slips of paper that must have the indorsement of each person through whose hands they pass, the handling of coin and bills by paymasters or others will be reduced to a minimum and pay-roll thieves will not find anything to attract them to this Walpole establishment. The services of armed guards on pay days will be unnecessary. Thieves might get possession of the entire pay-roll and it would mean no more to them than so much blank paper so long as the checks were not indorsed. Employees themselves gain special protection, for they do not need to indorse a check until they are in the act of presenting it for payment, and if anyone loses a pay check before indorsing it not only will the finder be unable to use it but the original owner can have the first check cancelled and another one issued to take its place.

The principal difference is that every employee must be able to write his name and will have to present his checks to some bank or tradesman who knows him in order to collect. In the old days this detail would have been considered a hardship, but we doubt that it will be so considered now. Times have changed. In these days when even factory hands and laborers are buying automobiles, everybody is familiar with the simple forms of commercial paper, knows what an indorsement is, and realizes that a check is a modern convenience, a certificate of credit. The more other industrial establishments follow the plan now announced by the Walpole paper firm, the more the benefits of the modern banking system are likely to be enjoyed by those of small finances as well as large. The man or woman who is paid off by checks has a double incentive for starting a bank account of his own.

Every careless man is the raw material for an accident.

Experience is a dead loss if you cannot sell it for more than it cost you.

HEALTH COLUMN

Others See the Peril, Too

WE have a good deal to say, in our Safety publicity, regarding infections and the need for treating small cuts and scratches at once.

The following editorial appeared in the Boston Traveler, recently. We reprint it so that you may see that this question is not one confined to Safety posters and Safety talks within our mills alone.

Danger Lurks in Pin Pricks

Death of a well-known and esteemed surgeon of this city from blood poisoning, caused by the prick of a pin, has served once more to remind us of the potential danger in every least scratch or abrasion of the skin. The percentage of such injuries which result seriously is not large. Many a time the trifling wound heals without help from antiseptics of any kind. Hence we become careless. Then comes the unexpected attack of some virulent microbe, which may work so quickly its ravages cannot be stopped.

Surgeons as a class fully understand the need of sterilizing instruments and hands and the importance of prompt attention to cuts and pin-pricks. As a class, too, they constantly exercise the utmost precaution along these lines, realizing that peril lurks for themselves as well as their patients at every turn. But a moment of relaxed vigilance—some cut so small it is scarcely noticed—suffices, every now and then, to end the career of some surgeon.

A blistered heel killed a son of our President. The stab of a safety-pin terminated the life of Dr. Howard A. Lothrop. Where do you keep your antiseptic—and how often do you use it?

What a "Cold" Is

A cold is an acute infection of the lining membranes of the nose, tonsils, throat and larger bronchial tubes. Very often it is not restricted to these parts but may consume the whole body and also may affect the lungs, causing pneumonia. The average person places all of these diseases in the same category. Simply distinguishing between a "cold" and a "bad cold" or a "cold in the head" and a "cold in the chest."

The only defence against these conditions is safe and sane living with sufficient rest and sleep. When you are neglectful or careless, your resistance is lowered, thereby making your body a prey to the germ. It is easier to prevent a cold than to cure one.

If you do get a cold, don't neglect it, as pneumonia may be right around the corner. When you feel the first effects of a cold coming on, it is time to act. The EARLIER you take it the better is your chance of quick recovery. Take a hot bath, remaining in the water about one-half hour. Drink a glass of hot lemonade and retire immediately. This induces perspiration which will carry off the poisons generating through your system. If your cold is not bad enough for you to remain in bed, get as much rest as possible and keep away from other people so you cannot infect them. Do not eat as much as you would under ordinary circumstances and be sure and keep your bowels open.

When you have a cold be as careful not to spread it as you would be trying to prevent it. Your Lungs Can't Be Washed but They Can Be Aired.

Are You a Sufferer from Hay Fever?

IF so, now is the time to be tested for the cause. There is a clinic at Peter Bent Brigham Hospital every Saturday morning, where you can obtain these tests. A letter from your own physician will give you admittance to one of these clinics.

The month of March is the time to act, if you wish to check those bad effects during the Spring and Summer months.

CAR OWNERS—ATTENTION!

MOST Bird & Son people who use the mill parking spaces and the mill roadways are known to be quite careful in driving through the yards and past mill buildings, but there are a few, to whom this message is directed, that are sometimes forgetful, and who drive their cars at a dangerous rate of speed while on mill property.

Speeding in the yards is an extremely dangerous practice, for in many places the road passes close to a mill door, in and out of which workers are constantly passing many times while using loaded cranes, trucks, or tractors, or carrying a load themselves. We have had no serious accidents as yet, but many workers have had narrow escapes when coming out of a door leading directly on to the roadway.

Particularly do we wish to call the attention of main mill and office workers to conditions at the corner of Washington and Water Streets. If you have ever driven up the hill, you must realize that it takes considerable speed in icy weather to make the climb. If the driver is forced to jam on his brakes suddenly near the top, it is almost impossible to prevent the car from sliding back down the hill, perhaps causing serious damage to that car or another behind it. Therefore, when approaching Water Street from Washington, watch the corner carefully, and if a car is coming up the steep incline from the bridge, be fair—give the driver a chance—rather than speed across in front, trying to cut him off. Perhaps no law can compel you to do this, but common decency and courtesy demand it. A little more road courtesy and a little less needless haste would hurt no one.

Men found guilty of speeding in the yards will be summarily dealt with. All of us can help reduce the menace of driving in bad weather by driving slowly through the yards, watching out for the other fellow as well as ourselves, particularly in backing out of garages or emerging from behind buildings or doors, and by obeying the "blow horn" signs wherever they appear.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during March.

			Yrs.
Aaron Rhodes	3- 9-1887	Retired	42
G. R. Wyman	3-17-1887	Vice-Pres. & Mfg. Mgr.	42
James Kivlin	3-20-1892	Paper Mill	35
Dan A. Jones	3- 4-1897	Paper Mill	32
Emanuel Johnson	3-11-1898	Maintenance	31
William J. Quinn	3- 9-1900	Paper Mill	29
Bartley O'Donnell	3- 1-1905	Maintenance	24
Harry Bellew	3-10-1907	Roofing Mill	22
John S. Mattson	3- 4-1908	Roofing Mill	21
Dennis Driscoll	3- 4-1909	Roofing Mill	20
Joseph Mitchell	3-17-1914	Roofing Mill	15
James Capone	3-19-1919	Box Shop	10
Joe Catalino	3-26-1919	Box Shop	10
Carroll S. Gammell	3- 3-1924	Floor Covering	5
Lillian R. Jostin	3-10-1924	Paper Mill	5
Marshall B. Lee	3-11-1924	Box Shop	5
Minnie G. Adjutant	3-19-1924	Box Shop	5
Francis Dockray	3-27-1924	Paper Mill	5
Antonio Delgrasso	3-31-1924	Floor Covering	5
Thomas Rogers	3-31-1924	Floor Covering	5
PHILLIPSDALE			
Henry Phelps	3- 7-1909		20
Joseph DeCosta	3- 5-1924		5
CHICAGO ROOFING DIVISION			
Earle R. Clarke	3 -1919		10
Joseph Blosky	3-11-1919		10
CHICAGO SALES CORPORATION DIVISION			
Marie Lester	3-12-1924		5

CO-OPERATIVE BANKING

WHILE the new year is still early, Bird & Son, inc., takes the opportunity of reminding its employees, new and old, of the service it renders in the way of regular savings accounts at Co-operative Banks.

Someone has said, "No greater satisfaction can be had in life than that feeling of security that comes from a steadily increasing savings account and the ownership of a home." A safe, sure and dependable place to start such a savings account at a fairly high rate of interest is the co-operative bank.

Bird & Son, inc., will make payments upon the shares of any co-operative bank that the employee desires, but for the convenience of those who have never started such a savings account, it recommends the following banks which give especially good service: the Walpole, the Norwood and the Whitman Co-operative Banks. Shares at the Walpole bank may be bought during the months of December, March, June and September; at the Norwood bank in April and October and at the Whitman bank in February, May, August and November. All three banks pay six per cent interest.

If interested, speak to your foreman, or see A. W. Smith at the Credit Union office.

THE VILLAGE SMITH-IES

Sing a song of Smith-ies
A-working here for Bird,
Twenty-eight in number,
Greatest ever heard.

Stephen in the Paper Mill,
Ernie in the Sales,
Jimmie on the evening shift,
Al, who never fails.

Johns are three in number
Scattered round the place,
Only one named Welthea
With her smiling face.

Anna G., and Carlton B.,
Georges, two by gosh,
Thomas down at FBP,
Arthur, who's my boss.

Francis at the Lower Mill,
Gertrude, Carl and Claude,
Joe and Harold, Lloyd and Roy
Join the merry horde.

Dennis in the Box Shop,
Mike, and Julian small,
Leaves us Hen and Marion
And H. L. That's all!

H. L. B.

Inspired by George E. Smith, PBN.

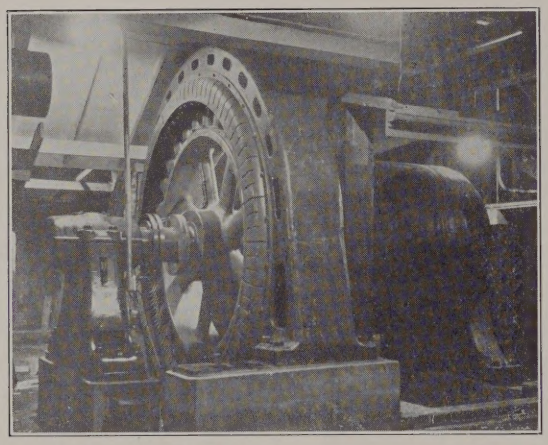
Notes From Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Arthur Wilson*
Julia Clem *Henri Davenport*

Department CX will yet be dubbed "The Windy City" if this Windblown Haircut Crusade isn't nipped in the bud. Between this state of affairs and our open windows, CE, our nearest neighbor is beginning to complain of drafts.

The grippe took its toll in this Department but we are glad to see Mr. MacLeod, its latest victim, feeling better and back to work again.



Generator connected with "C" Engine this past year for supplying power demands during peak periods. That you may get a better idea of the size of this machine, it is 13 feet high.

When asked how he likes his new Ford, Fuller Lockhart said, "All right! All right!" The words are simplicity in themselves but by the intonation of Mr. Lockhart's voice, we gather he is one of Henry Ford's most enthusiastic backers.

Flo MacDonald has purchased glasses to improve her vision but Flo can't see any results. Never mind, Flo, time will tell.

Spring is coming, there is no doubt, as Helen O'Kane constantly reminds us, with her songs of birds, bees, flowers, etc. Perhaps it is Grand Opera she is practicing for—who knows?

S. C. Traudt, Jr., has been appointed a special representative to supervise the distribution of Insulating Board and Lath.

Mr. Lietz of the Tile Inlaid Rfg. Co., Buffalo, N. Y., was a visitor at the mill during the month.

John Donnelly is driving a new Paige.

Catherine Martin has resigned her position in AC to assist her mother at home.

We welcome Miss Margaret Flaherty who is taking Miss Martin's place.

Roy Springer and Howard Whitney are attending a cost accounting convention in New York.

Joseph Erker is now sporting a 1926 Ford Tudor sedan.

Ed Tarr is anxiously scanning the papers each day for accessories to a new Ford with which he is threatening to blossom out any day now.

We understand that "That Bird Club Dance" was very successful and "A Good Time Was Had By All." How does all this information leak out?

Ernie Smith was "At home" for a few days with a heavy cold. We think it must be from the closed Packard for which he has forsaken his faithful old Ford.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Peter Folan spent the week-end recently in New Hampshire and returned with about a dozen good rabbits. Peter has decided to give up the "crow" business, and go in for rabbits. He wishes to announce that he has about 400 good crows for sale at 75c each. It will be a case of first come first served, and the boys must stay in line!

Martin Kane hasn't decided whether to purchase a Ford or an airplane yet, but it will be one or the other, as the hill at the Bird Club is getting steeper every night.

Tony Feeney and Ed Fitzgerald may be seen with their heads together many times a day, and it begins to looks as if Ed were trying to buy the Medfield gravel pit from Tony.

Spring must be here—Jim Kivlan has bobbed his moustache again.

Clarence McGlashing is talking about holding a boxing carnival in the ball park. Herman Nordstrom and Louis Keddy are his assistants.

The boys were glad to hear about John Davis at Phillipsdale. Old friends should not be forgotten, and we hope it will not be long before John will be seen picking dandelions down here. John always was fond of "greens."

Mike Burke has bought a fox hound, going to Keene, N. H., after him. He (the dog) has a deep bass voice sounding like the horn on the Nantasket boat. The cottontails are small game to Mike now, and he is already taking orders for fox pelts.

Bob Davidson, SP, has resigned to accept a position in Stamford, Conn. We wish him every success.

The stork paid a visit to the home of Vincent Meomartino, EMY, on Friday, February 15, and left a 7½ pound baby boy.

We are glad to welcome back William Reardon, on his return from a very enjoyable vacation in Galway, Ireland.

Company 7, Main Mill (First Prize Winners in annual hose coupling contest, January, 1929). Standing, Martin King, Win Schaier. Kneeling, Patrick Hessian, Captain, John Bache. Insert: Arthur Connolly, fifth member

After all his years of praising the merits of the Chrysler Frank Nyborn, PML, now owns one of its ancestors—a Maxwell, which he took in exchange for his faithful old Ford.

Have you seen the classy derby hat that Gene Connolly displays when he is all dolled up? No, it's not brown.

The laboratory pals, Bobbie Charles and Hermie Barker, have become over-ambitious lately and spend most of their evenings in the Boston Public Library.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

The first signs of spring are here as the new cars begin rolling in the yard. Clarence Pierson has a new Pontiac sedan and Willie Banks a new Essex coach.

We welcome this month, Albert Barratt, our new office boy, Edward Roy, a new millwright, Joseph Fisher, a new cutter man, and Armond Giberson, a new beater man. We hope these new men will find their work agreeable.

Manuel Oliver, who was formerly our office boy, has been transferred to the shipping room and already he has fallen away 150 lbs.

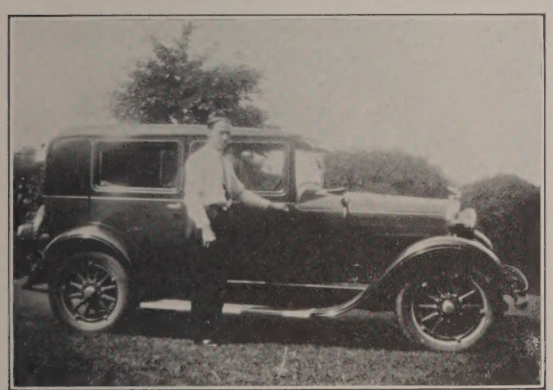
We extend our sympathy to Henry Phelps and his family in the recent death of their son on January 28 and to the family of James Girard, who passed away February 7 after an illness of six or seven months. Mrs. Girard has received her check for $1000, to which she was entitled by virtue of the insurance policy carried by the Benefit Association.

New radios include Clarence Pierson's "Atwater Kent," Walter Gill's "Crosley," and Bill Callan's "Majestic."

We are pleased to report that Mrs. Leslie Howard, who has recently spent twenty-three days at the Truesdale Hospital in Fall River, is now at home and by this time probably well on the way to recovery.

Clarence Pierson has received his check for the first accepted suggestion at Phillipsdale in 1929. He believes in an early start.

Harriet Neill was one of the stays at the recent minstrel show given here at Phillipsdale. She did her stuff by singing "Kiss Me Again" and "Asleep in the Deep."



Clifford Banks, High Suggestion Prize Winner for 1928 at Phillipsdale, R. I., and his new car

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

Harry Tower is very much impressed with the Hum Strum Boys and would not miss a night when they are broadcasting over the radio. After the Bird Club entertainment we agree with him—they sure are good.

We understand that George Holland goes to Portland for a little ride on Sunday afternoons.

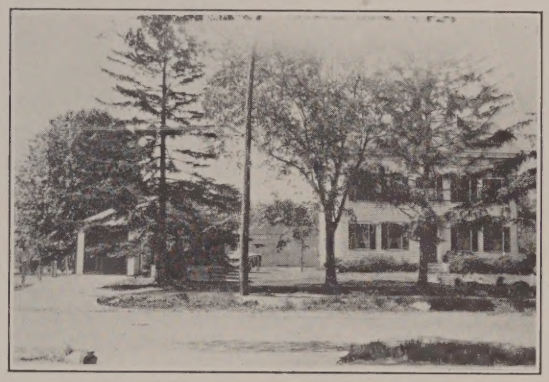
Who left the hardware in Howard White's chicken pie at the Bird Club banquet? We give up. Ask your father, Howard—he was the chairman of the committee on arrangements.

The card of thanks from Anna Davis which appeared in last month's issue was incorrectly worded. It should have read, "Miss Anna Davis wishes to thank her fellow-workers in FXR for the gifts received when she left work."

Mary Polobuska has joined the evening classes at the Y. W. C. A., studying Latin and Physics.

Esther Olson spent the holidays at her home in Rockport.

The D. M. K. girls enjoyed a theatre party at the Majestic Theatre Feb. 22.



The home of Helge Holter, one of Phillipsdale's night foremen at Rumford, R. I.

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Prat*

William Standish and Bill Sebel are back again after having the grippe.

Walter Bragg is out sick with a hard cold.

Walter Cyr has deserted his flivver and has just bought a Buick.

Amilia Palevie has returned to work after being out sick for a short time.

Hilton Taggert gave us a pleasant surprise by announcing his marriage to Miss Gertrude Hunter of Roxbury, Mass. Congratulations!

Paul Sansone was advised to turn in his Briscoe car for a modern one, but Paul thinks that there is still considerable unused mileage in it, as it is only nine years old and still going strong.

Jack Graham recently took his daughter to Rochester, New Hampshire, for the week end.

Alex Alexander has returned from Canada where he has been visiting a member of his family who was injured.

We extend our sympathy to Ralph Simmons, whose father died recently in Nova Scotia.

Sickness has hit us pretty hard, but fortunately nearly everyone has returned, including Gus Purpura, Jim Loughman, Tony Prolassius, Stanley Wassel.

We welcome Kazimien Jurkelwicz and Anthony Walgar, two new men on No. 1 Machine.

We are taking this opportunity to inform the world that the future dance orchestra will be proclaiming aloud the advent of a newly invented "multiple saxophone." It has more mouth pieces than you can find in a pipe store window and more musical tubes than Westminster Abbey organ. The original will doubtlessly be on display at PBL in a few days.

Cap Driscoll has engaged John Caulfield to travel by train to Newport News, Virginia, to take charge of the salvaging of the motor boat, "Baby Driscoll" and bring her back to home port. John has sailed the seas considerably, but we believe this will prove to be his most eventful trip.

Have you seen Roy Call in his new Pontiac four-door sedan, dressed in battleship grey?

William McLauchlan is now enjoying his new electric Atwater Kent Radio.

Arthur Duncan is busy telling the boys how good the new Atwater Kent really is. No, he does not own one, but he is the engineer, and he knows!

We extend our sympathy to William Bishop of FBY in his recent bereavement.

We are glad to welcome V. E. Groonroos and James Ellis of Walpole to FBV.

In FBX we see three more new faces, Roland Hodge, Fred Federigki, and Tom Concannon.

We are also pleased to extend our welcome to Louis Hertel, Carroll Paine, Ralph Byers, Eric Ecklund, and Henry Grover who came to FBX from FXR.

Ralph Kolseth dropped the Boston Globe into the saturation tank last week, but for some strange reason the experiment did not produce a new kind of Bird shingle!

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

In presenting a parting gift to Mr. Earle Clark from the employees, Friday evening, Mr. Hird voiced the deep regret that we feel in losing from the Chicago force one of its most popular members. We congratulate Mr. Clark because of the opportunity he will have to show his initiative, and East Walpole because they will have in their midst a man whom we have all learned to love and admire. We are glad that he is still to be with Bird & Son and that we will get to see him occasionally when his duties call him back to Chicago.

We were happy to have Eli Chamberlain of East Walpole with us for a short visit.

"Bill" Wilson attended the Ohio Lumbermen's Convention at Columbus, the 29th and 30th.

Mr. Jean De Berg has just taken over the management of the Built-Up Department, and we extend to him a hearty welcome.

Spring Datings and unusually large discounts are responsible for the flood of orders that are pouring into the Sales Department daily and keeping everyone on his toes.

No. 2 machine had their first non-stop run and production record breaker just recently.

Mr. Hird spent several days at East Walpole during the early part of February.

Messrs. Bugher and Hall of the Kokomo Roofing Company, Kokomo, Ind., were among the month's visitors at the plant.

"Doug." White of the Blue Grass Roofing Co., Lexington, Ky., was at the plant on February 7.

A meeting of the Suggestion Committee was held Thursday, February 5, and 17 suggestions were turned in by employees. Two of these were accepted and several held for further investigation.

Mr. Hird attended the Michigan Lumbermen's Convention at Grand Rapids, and Bill Wilson was up in Minneapolis with MacDonald for a few days.

"O. B." Schreen had a bad accident while coasting out at Beverly Hills when a bob-sled ran into him and fractured several ribs. He is getting along nicely, however, and although not as spry as usual he is appearing at the office daily.

Bob Thurston, formerly employed as Chemist here is now with the Texas Company of New York.

The Illinois Lumbermen's Convention was held at the Edgewater Beach Hotel in Chicago, February 13–15, and some of the visiting lumbermen who are Bird Roof dealers took this occasion to call at the plant. Among these were: Mr. J. H. Campbell, Jr., Campbell Bros., Kankakee, Ill.; Mr. Watson of the Edwardsville Lbr. Co., Edwardsville, Ill., and Mr. A. N. Norman of Marion, Ill.

The members of the 1928 Safety Committee are to be congratulated on the splendid showing made last year. Only one accident in January and two in July. All the rest were perfect months.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Tom Rogers *Leo Haggarty*

There was a young man from Norwood,
He "yust" bought a brand new "For-ood."
He drives every day
In his dreams, so they say,
Burn gas! Burn oil! Ride! No! Not this "For-ood"

Ed Daley, formerly of FFV, has been transferred to the plant office. Good luck, Ed.

FFV welcomes Andrew Ward to the office force.

Nickerson, FFV, has now joined the ranks and sports a derby.

Carroll Gammell, FFV, is very busy these days working out plans for the new house he is building in Westwood.

Who was the young lady in CF who called FFV one morning and asked to speak with Mr. Pajamas?

Company 11, FF (Second Prize Winners in annual hose coupling contest, January, 1929). Back Row, Leslie Fillmore, Allan Hill. Front Row, Elton Moore, Captain, Stanley Moore, Albert Winslow

Arthur Wise, FFP, is high-hatting all his friends in a brand new Chev. coach.

Clarence Phillips has turned down H. Ford and is the proud possessor of a Chevrolet touring car.

Lloyd Smith's Hudson has finally broken down under the strain of towing Clare Hayman's Ford home every evening. Lloyd is doing the repairs himself with the expert advice of Edmund Wenstrom. Conservative estimators figure that the Hudson will be assembled by next Christmas.

Things that never happen at FF:

Hagman driving his new Ford in the rain.
Evans getting the best of Wilson in an argument.
George Johnson wearing his own clothes to work.
Somebody getting Nickerson's goat.

Little work is being done at FF office these days due to the alterations in the office and the consequent confusion caused by hammers, saws, etc.

Bradley, PFL, has finally left the Cadillac class and now condescends to ride in a Reo Flying Cloud.

Ken Morang, FF designer, certainly is very happy these days, and rightly so for Ken is the proud father of a baby boy. And he looks just like "Dad," too.

Many friends of Jerry King, formerly a Bird & Son worker, were glad to see him happily married on St. Valentine's Day to Miss Ruth Rowe of Norwood.

James Hanley, PFL, recently made a trip to his Alma Mater. Everybody was out to welcome the old college basket ball star.

Mrs. Chapman and Mrs. Hildreth, FF Office, say they are fast becoming accustomed to the numerous duties of married life and as soon as their cooking improves enough, everybody will be invited to a feed.

The FFP "boys" held their annual banquet in Boston Saturday, February 2. After a delightful dinner at Peroni's, the boys migrated to the Gayety where everyone competed with everyone else on the razzing of the leading lady. Everyone reported a bang-up good time with plenty of singing, etc.

Dave Boyden is now piloting one of the floor covering tractors.

Win Prescott, who has been very capably holding down the back seat of Bradley's Flying Cloud has given up his "position" to drive a new Ford of his own.

CHICAGO OFFICE

Ralph W. Duvall *Lillian Moe*

Everyone was all plastered in the office, literally speaking, during the middle of February when the plasterers were resurfacing the office walls. When the remodeling is finished the walls should shine almost as brightly as the Bird Rugs on the floor.

Mrs. Wittleder (left) of the Chicago Office, who was recently ranked seventh in tennis in the Chicago district. With Mrs. Wittleder is her sister

We have long had tennis players of note, golf players, pool players and poker players, but never to our knowledge have we had Thespians. A program from the Little Theatre of Vieux Carre at New Orleans lists Samuel G. Creden as Eugene Fredericks in the play, "Craig's Wife," which goes on to say it is a drama in three acts.

Right when each one of us imagines that we are most unlucky from the standpoint of cold weather we have such reports as these. Fred Jakel says the storm paralyzed the state of Wisconsin. Then we all think we would like to move down to Dallas when we receive clippings from Chillie Allen showing children shoveling snow and reporting that the official records put the snowfall at 1.1 inches and the mercury at 20 degrees below freezing.

We welcome Mr. H. B. Lageschult who has just been added to the Chicago Floor Covering organization.

Chillie Allen writes in that he has recently moved to the Dallas Athletic Club and since Dallas is such a small town no further address is necessary. We may add by way of reporter's note that the city jail may be reached by the same token.

Mr. Westcott has just returned from a visit to East Walpole.

Evidently the people over at the mill have never read the signs on the Bird yard goods. Right after having offered certain patterns for sale at an extra discount as discontinued patterns we note that the label reads "Do Not Drop." The drop patterns certainly did help out February business and aid the boys in getting a good start in their yearly quota race.

Southern Division

William W. Ford is in South Carolina and Northern Georgia as a temporary salesman. Ford was recently transferred from the main office at East Walpole.

P. E. Vrooman, who joined our forces in December, has opened a large new roofing application company in Macon, Georgia. This company will specialize on the application of Twin Locks and will sell the full line. Our Lock Butts are very successfully handled in Macon by M. C. Pittman.

B. L. Sears reports more hard work since January first than ever before in his life.

F. B. Ross and E. D. Haley tell us there are plenty of ducks in their territory, but no time to shoot them.

The U. S. Roofing Contractors' Association held its annual convention in Washington, D. C., at the Hotel Washington during the month of January. F. H. Hird of Chicago, Western Manager of Bird & Son attended and had a good exhibit in conjunction with Mr. Frank Young, the patentee of Young's Reinforced Counter Flashing. The Chicago office is using this new patent invented by Mr. Young of the Logansport Roofing Supply Co., Logansport, Indiana. F. B. Ross, our Maryland and Delaware salesman, also attended the convention.

OLD BIRD & SON WORKER DIES

It is with sincere regret that we note the passing of Fred I. Plaisted, who died on February 21, 1929, from a shock.

Mr. Plaisted was one of Bird & Son's most faithful veterans. He began work here in November, 1896, at the age of thirty-four, and served continually until the time of his retirement in June, 1925—a total of twenty-nine years of service.

For twenty years, until 1918, he was foreman in DMH, and from January, 1919, until his retirement in 1925 he held the position of steward at the East Walpole Brigade Room.

Although Mr. Plaisted had not been in the best of health for some time, his death was not the result of any long illness. On February 21 he had visited in Boston during the morning and had just returned to the Brigade Room when he collapsed. He lived but a few moments after the shock.

He is survived by a daughter, Mrs. Joseph Dixon of East Walpole.

Mr. Plaisted was a man who kept up a lively interest in Bird & Son activities even after his retirement, and he was a frequent visitor at the plant. His death is deeply regretted by all who knew him.

Athletics

Men's Bowling League

THE annual Banquet and Theater Party of the Men's Bowling League is to be held during the latter part of March at Providence, R. I., as a result of a vote taken at a meeting of the captains held on February 18.

Committees have been appointed and have begun to make definite arrangements. The Banquet Committee is composed of S. W. Gladding, Chairman; Charles Flowers, and W. F. Geary. The transportation committee is headed by Harold McNeeley; the other two members are Kenneth Rouillard and Richard Stoddard. The committee on the theater party is as follows: George Wallace, Chairman; Frank Johnson, Stuart Nickerson.

Regular matches are being bowled constantly and but few changes have been made from the original schedule. Theodore Michenzie's average is slightly above that of last month, and he still heads the list with an individual average of 102–11. Paul De Lararro stands second with a 98–27 average. Both men are members of FBP team. There are no other changes in either the High Individual or the High Team Scores.

According to the last official standing, made up on February 8, Team FBP has stepped up and forced FX2 out of first place. FBP now has a per cent of .924 against FX2's per cent of .882.

Girls' Bowling League Notice

CAPTAINS of the Girls' Bowling League are reminded that it will be necessary for them to roll off before March 15 all the postponed matches which have not yet been played. There have been an excessive number of postponed matches this year, and during the rest of the season your co-operation is asked, both in playing off postponed games and in rolling the rest of the matches on schedule.

(Signed) Eva Gifford.

Card of Thanks

We wish to extend our thanks to all our friends for the most beautiful and useful gifts we recently received from them.

Mr. and Mrs. S. A. Hunter.

Acknowledgements

We wish to thank our friends and fellow-workers at Bird & Son, inc., for their kind expressions of sympathy during our recent bereavement, and for the beautiful flowers.

William F. Bishop and family.

I wish to express my most sincere thanks to Bird & Son, inc., and friends in FX2 for their beautiful floral tributes and kind acts of sympathy during my recent bereavement.

Ethel Havey.

Walpole Home Building Co.

Owning a Home should be one of the first objects of life. A home is a fine possession. It establishes standing and credit in the community. It is a mark of success.

To assist and promote Home Ownership on a cautious basis, in a simple manner is the Home Building Company plan, a complete plan of financing for the owner, so that after making a down payment, all other payments to be made by the purchaser in a fixed monthly amount to the Home Building Co.

For Sale

House, six rooms, hardwood floors, bathroom, electric lights, furnace heat, gas kitchen, shades, screens, garage, large lot, good location. Down payment $630. Balance as rent.

Rent

Rent money will in a few years, pay for the house rented, but the house still belongs to the landlord, and the only thing left in the possession of the renter is a package of rent receipts.

How Rent Money Counts Up—Interest at 6% Compounded Annually

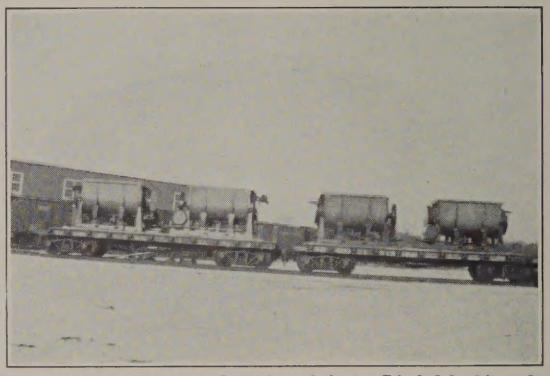
Rent per Month	Ten Years	Twenty Years
$ 25.00	$ 3,954.20	$11,035.65
35.00	5,535.88	15,449.91
50.00	7,908.04	22,071.30
75.00	11,862.66	33,106.95
100.00	15,861.80	44,142.60

Washington Hill, East Walpole—

House lots at this new development for sale. Large lots. Prices $350 and upwards.

Home Equipment—

The Home Building Company is opening a department for the sale of Oil Burners, Electric Refrigerators, Washing Machines, Vacuum Cleaners, Dish Washing Machines, Electric Ironers, Shades, Screens, etc.



Four new screens recently shipped from Bird Machine Co. to Phillipsdale

New Screens at Phillipsdale

IN this issue is printed a picture of the four new screens which were recently shipped from Bird Machine Co. to Phillipsdale, R. I. These screens, which are soon to be installed, are replacing similar screens which have been used for twelve years.

Each unit shown in the accompanying picture is thirteen feet long and eight feet high. When installed they will be able to supply the felt machine with stock enough to produce over a hundred tons a day.

God helps them that help themselves.

—Franklin.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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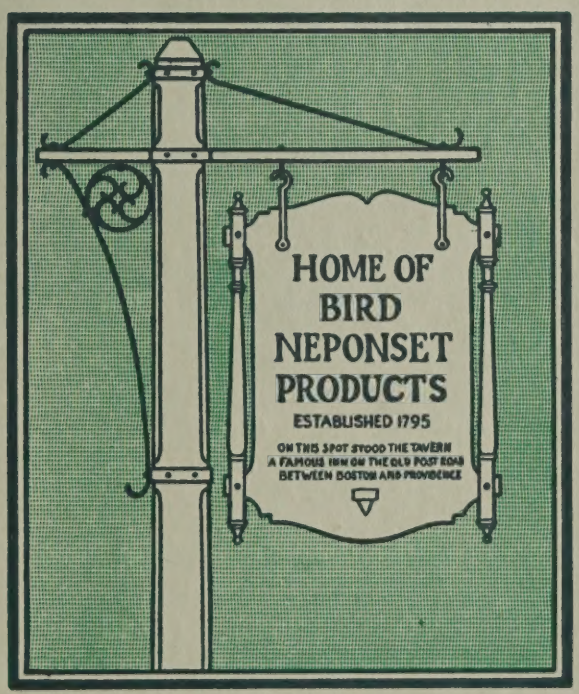
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
MARK

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XVII NO. 4 APRIL 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Special Paper Sales

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS., MINNEAPOLIS

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

Warehouses

BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, TULSA

BIRD'S NEPONSET REVIEW

Vol. XVII *April 1929* No. 4

APRIL—WASTE ELIMINATION MONTH

Bird & Son to Co-operate in National Campaign

THE entire year is now made up of days, weeks, or months devoted to some special object. The latest appropriation of time has been made by the Management Division of the American Society of Mechanical Engineers, the American Management Association, the Taylor Society, The Society of Industrial Engineers, and The National Association of Cost Accountants, with the co-operation of the Department of Commerce and the United States Chamber of Commerce. They started with a National Management Week and this year have decided to extend the "Waste Week" to a "Waste Month." April has been selected for the campaign and Bird & Son has been requested to co-operate with a few of the larger manufacturing companies in sponsoring this campaign with the hope that the idea may spread as its value becomes more appreciated.

Waste Elimination Campaigns are no novelty for Bird & Son. In fact, everyone of our foremen is a constant campaigner against waste, and all of our workers are co-operating in the matter of elimination of waste and reduction of cost. However, it may be that we have overlooked some important savings, and the setting aside of a definite period for concentration upon waste may prove very beneficial.

In previous Waste Campaigns conducted by some of the larger companies the amount of annual savings has been tremendous. One of the outstanding cases is the Newport News Ship Building & Dry Dock Company campaign of 1927. In one week annual savings of $250,000 resulted from Waste Week suggestions. 677 approved suggestions were received, of which 369 came from supervisors and 308 from the workers. They did not stop at any suggestion no matter how small.

One of the most striking methods for emphasizing the cost of waste was the use of display boards showing various articles commonly wasted and giving the value in dollars and cents. This method we have used from time to time in our plants and it has been quite effective.

The general plan of this campaign is to secure the teamwork of every worker in all of our plants, and to this end Waste Elimination Committees have been appointed by each superintendent to run the campaign in his plant. These committees will select representatives who will form a Central Advisory Group to disseminate ideas and see that suggestions of value in one plant are transmitted to the others.

All those who are eligible for awards under our present suggestion system may make use of the suggestion plan for putting in suggestions regarding the elimination of waste. Others should turn in their suggestions either to the Waste Elimination Committee or to the plant Superintendent, and these cases will be handled specially.

There is particular significance in conducting a Waste Elimination Campaign in April, 1929. Herbert Hoover has occupied the position of President for less than a month, and this campaign will be the carrying out of one of his pet ideas. All of us look to President Hoover to bring us unprecedented prosperity. He is not a superman, and our hope of continued prosperity must rest in his ability to secure the co-operation of all the various forces in industry towards the reduction in costs and increased productivity of all of our workmen.

Never in the history of American business has competition, particularly in our lines, been so intense. It is a race of the survival of the fittest. Those plants where the workers are co-operating in the elimination of waste and the reduction of cost will be able to meet this fierce competition and come through with flying colors. We feel confident that every worker in Bird & Son will put his shoulder to the wheel and that the present campaign will be fruitful of much good.

Watch for Every Chance to Save—STOP WASTE

Repairs to machines in 1928 total $353,698.00—can we by more carefully handling them, reduce this expense? Miscellaneous supplies such as rags, waste, brooms, knives, etc. cost in 1928, $56,355.00. Over $7280.00 is represented in rags used for cleaning purposes. This is nearly $25.00 a day for rags alone. DON'T WASTE.

HOW WINNING SUGGESTIONS ARE CHOSEN

CURIOUS as to the workings of the Suggestion Committee, a reporter from the Neponset *Review* interviewed various members of that body. The information obtained was so interesting that he decided to pass it on.

His first question was "What is a new idea? Somebody said, 'There is nothing new under the sun.' How can you get any suggestions which you can consider new ideas?" The answer was illuminating—"Whether or not a suggestion is a new idea is a matter of judgement. Even though an idea may be in operation in other mills or even in other parts of our mill, it may be new in its application to the particular use for which it is suggested. If the idea has not been used for a similar purpose elsewhere in the organization or considered by the management previous to the suggestion, it is considered as a new idea and worthy of an award."

"Are suggestions ever made for what are strictly repair jobs?" "Yes, many times. Unless the suggested method is an unusual and better way of carrying out the job, it is not considered as a suggestible idea."

"Do you receive suggestions for work that will be done, but for which no award can be given?" "Yes. I should say this type might fall into two classes—standard practice, and line of duty. For instance, it is standard practice to cover steam pipes, put guards on machines, install the necessary lighting facilities and switches, and so on, and each case has to be decided on its own merits. Jobs which are considered in the line of a man's duty are not considered as suggestible ideas. These, too, have to be decided on their own merits."

"Why are trivial suggestions accepted?" "Many times it is necessary to accept trivial suggestions merely for the sake of living strictly up to the rules which have been laid down. Another reason is that the Committee wants to make certain that we are absolutely square with the suggestor, especially where it is a matter that has obviously been overlooked by the foreman."

"Would there be an advantage in keeping the suggestor's name secret?" "No. In the majority of cases, it is necessary for the investigator to know who the suggestor is in order to talk with him, visit the spot and consult with the foreman, so that he may make an intelligent report to the Committee." "Is the name of the suggestor used at the meeting of the Committee?" "No. In fact, the Committee seldom knows whose the suggestion is, as the name of the suggestor is not given when the suggestion is read before the Committee. It becomes necessary sometimes, in making a decision as to whether suggestion is in line of duty, to know what the man's position is, and then only is the name disclosed at the Committee meeting."

"Your Committee is rather large—twelve members. Do you think this necessary?" "Perhaps not necessary, but expedient. All manufacturing divisions are represented, as are the offices and the management. In this way we are assured of getting the point of view of people who see each suggestion from all angles."

"Do you consider the suggestion plan worth

LET'S PUT PLENTY OF SPIRIT AND ENTHUSIASM INTO THIS PROPOSITION!
SUGGESTIONS! SUGGESTIONS! SUGGESTIONS!
foreman
Fellow Employees
BIRD
This is what will put the "team" over!

while?" "Assuredly." "Why?" "There are two reasons. In the first place, a man is assured this his ideas will reach the attention of the management, and that it will be given a fair decision. Sometimes it is pretty hard, to be sure, to convince a man that his ideas are not as good as he thinks they are but, in the main, the men are satisfied and convinced that they are being treated squarely. But the second reason that I consider the suggestion plan worth while is a more important one than the first because it is more far-reaching and has a greater beneficial effect upon the suggestor. It is this—it helps to keep a man out of the rut he is bound to get into if he can see nothing beyond the job he happens to be doing at the moment. We talk a good deal about 'vision,' but I firmly believe that it is only the man with vision who will get ahead. It is because of this that the suggestion plan seems to me to be very much worth while. It inspires interest in what is going on around a man as nothing else external can."

Continuous Competition

"Do you think there is any advantage in special contests instead of continuous competition?" "No—not especially. If it is going along continuously a man can put in a suggestion whenever an idea occurs to him whereas, if there were special contests, all his good ideas may be forgotten before the contest opens. I am not in favor of special contests. They mean a lot of extra work and fuss, with necessary placards, advertising, etc. We might have a contest which lasted for two weeks every three months, but I believe that we would get fewer suggestions than we do now. We would get just as many poor ones, and no more valuable ones. It does not seem to me that a man will make a spurt and develop good suggestions in a short time any more than he would in a continuous arrangement."

"Into what class does the largest number of suggestions fall?" "Into the class covering suggestions of intangible value."

Ideas Grow Slowly

"Why do you think there are not more suggestions of real value?" "It is rather hard to say. Very few ideas are born full-fledged. They are formulated as the result of thought and conversation in regard to a particular situation or problem. Perhaps our men are not familiar enough with the current problems of the department and so are not in a position to give them any thought. If this is so, our foremen could encourage suggestions of real value by talking their major problems over with the men in their departments who might be in a position to add their experience and thought to the solution.

"On the other hand, most people are mentally lazy and follow the course of least resistance. Since making suggestions is not part of their required work, they pass up the opportunities which are within their grasp."

"What do you do if two men suggest the same thing?" "We give the award to the man who entered his suggestion first. There has always been one who had at least a slight priority over the other."

"Do you ever experience any difficulty with men pooling ideas?" "We have had a few instances where this has come to our attention, but when it has been explained to the men concerned that it is not the square thing to do, there has been no difficulty in straightening the matter out."

"How does the new plan for rewarding a number of accepted suggestions work to the advantage of the suggestor?" "It encourages sustained effort. With the method we have just discontinued, it was only the men who took spurts who won out. With the new scheme, a man will receive his reward, no matter how long a period it takes for him to have five suggestions accepted. It is perfectly true, that it does not work to the advantage of the few men who won the big prizes, but for the majority of our people it is a decided advantage."

Bird & Son Products Used in P. N. Hills' New Home

P. N. Hills' home at Norwood

Bird & Son's products are liberally represented in all parts of this new home at 129 Nichols Street, Norwood.

The roof is made of Custom Made Giant Individual Shingles, laid over Neponset Black Building Paper. The attic is lined with 1800 square feet of Neponset Insulating Board. All floors except the kitchen have a layer of 30 lb. Asphalt Felt between the sub and the finished floors. In the kitchen there is a layer of 1½ lb. Lining Felt under the linoleum. The side walls contain 30 lb. Asphalt Felt over the wood sheathing.

BUILDING & ROOFING MACHINES TEAM TAKES CHAMPIONSHIP IN ROLL-OFF WITH NO. 2 BOX SHOP

BOWLING a total pin fall of nine pins more than No. 2 Box Shop, the Building and Roofing Machines Team won the championship of the Men's Bowling League on Friday, March 22. The two teams had been giving each other a close race during the whole season, and at the finish of the regular matches they were tied for first place, each having won 58 points and lost 10. In the final roll-off, although each team won two points, the total pin fall showed Building and Roofing nine points ahead, getting 1353 to No. 2 Box Shop's total of 1344. This is one of the closest finishes ever seen in the bowling league.

Building and Roofing Machines Team (FBP), Winners in Men's Bowling League. Standing, Alex Alexandrini, Thomas Smith, Teodori Michienzi, captain. Kneeling, Samuel DiFlaminies, Paul DeLararro

High Individual Average bowler was Teodori Michienzi of FBP who, with a total of 48 strings, kept the average of 101–8. The winner of the High Single String Prize was Fred B. Duncan of Engineering who bowled 145 in a match with the Mill Office in January. High Three-String Total award goes to Gordon E. Clark of Floor Covering Maintenance who bowled a total of 342.

High Team Single String Total and High Team Three-String Total were both won by Building and Roofing, which bowled for the Single String 540 and for the Three Strings 1543.

The bowling season will officially close with the annual banquet and theater party on Saturday, April 6. The event, which was originally scheduled to take place in Providence, was changed by a vote at a later meeting. The members will meet at 5.30 at Holman Hall, Norwood, for a turkey dinner with all the "fixin's," and from there will journey by bus to Boston where they will attend the performance of Ann Corio and her "Girls in Blue" at the Gayety Theater. Special comedy attractions for the evening will be Clyde Bates and Walter "Pep" Smith. Over a hundred bowlers have already signed to go to the party, and one of the best times of the year is expected.

STANDING OF TEAMS

Team	Won	Lost	Per Cent
Building and Roofing Machines	58	10	*.852
No. 2 Box Shop	58	10	.852
Engineering	53	15	.779
No. 1 Box Shop	45	23	.661
Maintenance	43	25	.632
Main Mill Shipping	42	26	.617
Finishing Mill	35	33	.514
Accounting	34	34	.500
Building and Roofing Shipping	32	32	.500
Floor Covering Maintenance	28	36	.436
Electricians	28	40	.411
Rug Border	28	40	.411
Cost Accounting	24	44	.352
Drafting	23	45	.338
Sales	22	46	.323
Mill Office	21	47	.308
Credit	18	50	.264
Floor Covering Shipping	16	52	.235

* FBP won championship in roll-off.

TEN HIGHEST INDIVIDUAL AVERAGES

Name	Team	Strings	Pin Fall	Average
Michienzi, Ted	FBP	48	4856	101–8
Dine, James	FX2	51	5057	99–8
White, Howard	FX1	51	5040	98–42
Tarr, Ed	AA	42	4133	98–17
DeLararro, Paul	FBP	51	5005	98–7
Duncan, F. B.	EM	51	4958	97–11
Hall, Ed	AC	24	2329	97–1
Koebe, Ernest	DVX	51	4935	96–39
Alexander, A.	FBP	51	4885	95–40
Keefe, John	DVX	48	4541	94–29

Main Mill Wins First Place in Girls' Bowling League

WITH a record of thirty-seven games won and seven lost, the Main Mill office team of the Girls' Bowling League has won first place in the standing for 1928–1929. This gives them a per cent of .816, five points higher than the runners-up, Billing, the team which won first place a year ago.

Leading all other bowlers by three points, Helen Gustafson, Payroll, captured the honors as High Individual Average Winner. Her average for the year was an even 83. Hilda Rafuse, Comptometers, was the winner of the High Single String award, and Mrs. Margaret Kelly, Box Sales, the winner of the High Three-String Total.

High Team Single String was team Stores Accounting, and High Team Three String FX2.

On the same evening that the men are holding their annual banquet, April 6, the Girls' Bowling League will hold a banquet and theater party in Boston. Dinner at 5.30 will be served at the Roof Garden of the Elks' Hotel. Following that, the party will go to the Shubert-Apollo Theater to see "Luckee Girl," which will be in the first week of its Boston engagement. About fifty girls are planning to attend.

Standing of Teams

Team	Points Won	Lost	Per Cent
DM Main Mill	37	7	.816
AB Billing	39	9	.811
AC Cost Accounting	27	17	.621
CFA Floor Covering	26	19	.572
CX Box Sales	26	19	.572
FX2 No. 2 Box Shop	24	20	.552
VN Stenographic	17	23	.425
AD Payroll	18	26	.414
CF Floor Covering Sales	17	27	.391
G Labor Bureau	18	30	.368
AH Comptometers	10	31	.240
AS Stores Accounting	8	28	.176

Individual Averages

Name	Dept.	Total Strings	Total Pin Fall	Average
Helen Gustafson	AD	24	1992	83
Genevieve Pare	DM	30	2412	80–12
Mary Bannon	AB	30	2330	77–20
Maude Kaler	DM	27	2090	77–11
Margaret Kelley	CX	30	2302	76–20
Ann Kelliher	CF	30	2288	76–8
Margaret Costello	VN	15	1146	76–6
Eleanor Whitehead	VN	30	2286	76–6
Janet Brimner	AC	27	2054	76–2
Helen Curran	CFA	30	2281	76–1

Fraternity Bowling League

RESULTS of the Fraternity Bowling League, in which there are two more matches to be bowled at the time of this writing, show Bird & Son standing sixth in the team rating. Berwick and Smith is leading the League with a slight majority over the American Legion. The other teams are, in order: Social Club, Knights of Columbus, Flemings Bindery, Bird & Son, Red Men and Teachers' Club.

Main Mill Team (DM), Winners in Girls' Bowling League. Back Row, Genevieve Pare, Maude Kaler captain, Evelyn Wadleigh. Front Row, Althea Garland, Miriam Leary

The list of the ten highest individual averages holds the names of two Bird & Son players, White with an average of 97–21, and Flower with the average of 96–35. Costello of Berwick and Smith leads the list with 105–9; he also holds the high three-string total of 362.

Team No. 2 Box Shop (FX2), Runners-up in Men's Bowling League. Back Row, Frank Eisenhaur, S. W. Gladding captain, Jeremiah Coughlin, Amos Dixon. Front Row, James Dine, Antonio Sansone, Guy Hoyt

"There is an honor in business that is the fine gold of it; that reckons with every man justly; that loves light; that regards kindness and fairness more highly than goods or prices or profits. It becomes a man more than his furnishings or his house. It speaks for him in the heart of everyone. His friendships are serene and secure."

—Henry Wadsworth Longfellow.

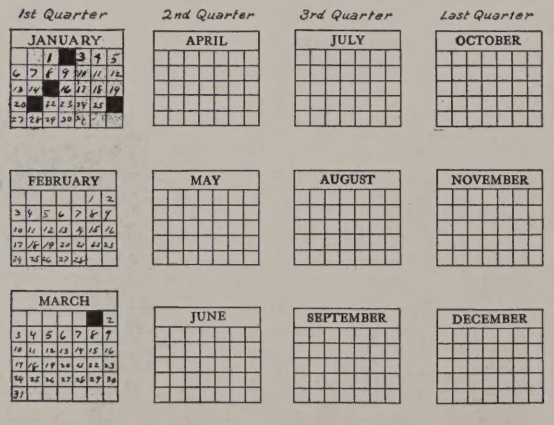
SAFETY WORK SHOWING SPLENDID RESULTS

LOOKING back over the first three months of this year, one immediately notices several outstanding Safety features which indicate that Bird & Son workers are out to make 1929 the best *ever* in accident reduction.

To best illustrate this point carefully note the new safety calendar shown in the center of this page. The black squares stand for lost time accidents.

There were 4 accidents during January and 1 in March. February is free from black spots, indicating a no-accident month. Think what this means! After a lapse of 3 months all of our mills again went for a full month without a single lost-timer. 1850 workers employed in the company's six plants at East Walpole, Norwood, Phillipsdale and Chicago participated in this record achievement. No special drive to establish such a record was made during the month. However, we have proved to ourselves that the no-accident record established last October *can* be duplicated. Perhaps at some future date when every month is accident free, these no-accident months will not seem so wonderful.

1929 Safety Calendar



Black Squares Indicate Lost Time Accidents
Every Month Should be "Spotless" Like February

On March 16, 1929, Phillipsdale completed one full year without a lost-time accident. A remarkable record and only second to that held by the Norwood Building & Roofing Mill. This latter division is now entering its 18th month since its last lost-timer.

Congratulations to every Phillipsdale fellow worker for your wonderful showing. Continue to use the same care and vigilance and you may yet occupy the foremost place on the Safety Standing.

As the safety calendar reveals to you, we have had 5 lost-timers so far this year as against 17 for the same period of 1928. A reduction of 12 accidents in 3 months. If we can but continue to ride old man "Carelessness" for the next 9 months in the same manner as the past 3, nothing short of an earthquake can keep 1929 from being our banner Safety Year.

Accident prevention is up to every man from the superintendent down. No one is excused, no slackers are wanted—everyone must be a safety worker. Only by such teamwork may accidents be entirely eliminated.

Bird Club Entertainments

ON the evening of March 6, those members of the Bird Club who were fortunate enough to attend the special meeting held at the Clubhouse were conducted on a "world tour" with Mr. Alexander Armstrong of Bird Machine Co. as guide and interpreter.

Mr. Armstrong, previous to his coming to Bird Machine Co., was third engineer on the S.S. Samaria on its two famous world cruises. The ship was chartered for a world cruise on its maiden voyage, and this proved so successful that another trip was made the following year. Visiting the same ports twice, Mr. Armstrong was able, in his talk, to give a much more thorough and personal account of the ports of call than another who had seen less of them.

It was his original intention to begin his "word-picture tour" at New York and circle the globe completely, but the first seven ports of call had so much of interest and fascination that the evening was gone by the time the "tour" had reached Port Said. The seven ports, at each of which the "guide" gave a vivid description of the physical, social and political life of the colony, were the Madeira Islands, Gibraltar, Algiers, Naples, Alexandria, Cairo, and Port Said.

From Port Said the "tourists" jumped abruptly back to East Walpole where refreshments in the form of sandwiches, cake and coffee put the finishing touches to a most enjoyable evening. This is the first of these special meetings to be held this year, and a fairly large crowd attended. It is hoped to have more such gatherings later in the season.

On Thursday, March 28, a new sort of Bird Club entertainment was put on—a theater party at the Norwood Theatre. At this Building & Roofing night program, which some five hundred members and their guests attended, the feature picture was "Alias Jimmy Valentine," with William Haines in the leading role. A vaudeville specialty, Gay, Banks and Marion, was added to the regular program. Attractive favors in the form of boxes of chocolates were given out.

FIRE BRIGADE MEETING

OVER three hundred members of the East Walpole, Norwood and Phillipsdale fire brigades attended the annual fire and safety entertainment held at Bird Hall on Monday evening, March 4. Special guests included the two speakers, Mr. Albert J. Caulfield, Deputy Chief in charge of Fire Prevention in Boston, Mr. Lewis E. MacBrayne, General Manager of the Massachusetts Safety Council; members of the Safety Committees, Emergency Corps, foremen, fire and safety officials from other companies, and members of the police and fire departments of Walpole and Norwood.

The meeting was in charge of Mr. G. R. Wyman, Chief of Bird & Son's Fire Brigades. In a few brief introductory remarks he told of the newly-established retainer's fee of $12.00 a year to be paid to all firemen in addition to their regular pay for attendance at drills and fires. He then asked Mr. B. D. Rogers to award prizes to the members of the two fire brigades who won first and second places in the annual hose coupling contest in January. Company No. 7, Main Mill won first prize and Company No. 11 of FF won second prize. Each member was given a fountain pen with his name engraved on it.

Mr. Wyman then introduced the first speaker of the evening, Mr. Lewis E. MacBrayne, General Manager of the Massachusetts Safety Council who gave a fine talk on safety work and the prevention of accidents. He stressed particularly the need for organized safety work, because of the fact that accidents usually happen unexpectedly, and unless we are trained to do the right thing, even under unusual circumstances, we are likely to do nothing at all. He said, "We should be so trained that when an emergency arises, we shall do things automatically even if we have temporarily forgotten what we ought to do." The safety work which Bird & Son is carrying on is a great help, he said, not only to the company, but to the community as a whole. Because of this, anyone who moves to East Walpole can do so with the assurance that he is moving into one of the safest towns in the country.

The last speaker of the evening was Mr. Albert J. Caulfield, Deputy Chief in charge of Fire Prevention in the city of Boston. He spoke of the fine record of Bird & Son, and the fact that there had been a great advance in fire protection all over the country during the last few years. But, he said, the new inventions which are constantly appearing are continually increasing the fire hazard. Bird & Son's method of stressing both prevention and protection is, he continued, the only safe method, and prevention is of greater value than protection, since fires that never start never have to be put out. Adequate protection is, of course, necessary in any concern, but the company that makes use of both protection and prevention is the company that is "playing safest."

After Mr. MacBrayne's speech a movie called "Men and Machines" was shown, followed by a short comedy. After Mr. Caulfield's talk, another picture, "Fortify for Fire Fighting" was run.

The meeting closed shortly before ten o'clock with the usual "eats and smokes."

Fire Brigade Officers—George R. Wyman, Chief; John H. Smith, First Assistant Chief; Frank W. Fisher, Fire Inspector; Michael J. Sheehan, Deputy Chief, Norwood plants

LETTER FROM GOVERNOR ALLEN

GOVERNOR FRANK G. ALLEN, who was invited to be the guest of honor at the regular February meeting of the Bird Club, but who was unable to be present, wrote Mr. P. R. Allen a very interesting letter at that time. We have been furnished with a copy of this letter and take pleasure in reprinting it in this issue.

Mr. Philip R. Allen,
Bird & Son,
East Walpole, Massachusetts.
My dear Mr. Allen:

I regret very much my inability to attend the dinner of the Bird Club to be held at Walpole on February 18. Engagements at that time prevent my acceptance. May I take this opportunity to extend to members of the Club my cordial greetings.

I have learned from time to time of the happy gatherings which the Club holds. Clubs of this nature contribute much to the welfare of a community, and I know from my own knowledge that organizations of this kind tend to promote good fellowship and better co-operation in industry.

I have asked the Lieutenant Governor to represent me at the meeting, and I know that he will bring to you a message of interest.

I extend to the Club my best wishes for a pleasant evening.

Sincerely yours, (Signed) Frank G. Allen.

BIRD'S NEPONSET REVIEW

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THE WASTE OF A PENNY

IF every Bird & Son worker wasted only a penny's worth a day, the total waste every 24 hours would amount to over $18.00. And at the end of a year the total would reach $5,400.

This would be personal loss to all of us because whatever is lost to Bird & Son, inc. is also lost to Bird & Son Employees.

Most of us fail to conjure with facts and figures like these when, through carelessness or neglect, goods are wasted during process of manufacture.

We are apt to think that this little piece of material or that won't count.

The best way to stop waste is for everybody to start with No. 1—himself. Help to prevent some kind of waste every day—even if by nothing more than turning off an electric light that isn't needed (we spend approximately $914.00 a day for electricity); or a hot water faucet. (We spend approximately $1,720.00 a day to generate steam. This is considerably over $500,000 a year.)

The example of saving is contagious, just as the habit of wasting is. Let's get that saving habit started.

THE PAPER INDUSTRY

The following is the preamble of the Report of the Committee on Development of the American Paper and Pulp Association which was presented by the Chairman, B. A. Franklin, of the Strathmore Paper Co. at the Fifty-second Annual Meeting of the Association, February 21, 1929.

IT is a fair statement to make that the manufacturer of no other product in the great American Industry has reason to be more proud of his position than the manufacturer of paper.

The paper business is a clean and inspiring business.

Supplying a vast and growing demand, making a varied and increasingly artistic production, with a quality in various lines not surpassed anywhere in the world, with an increasing demand from all parts of the world susceptible of further expansion, reaching out into every other field of production, of cleanliness, of education, of protection, of statistics and records, of utility, of sound, of sight, of transmission, of advertising, of literature, of practically every human use, the manufacturer of paper may well feel that he occupies a fundamental position of great and irreplaceable value to the public.

His production once used can only be replaced by new production.

He occupies almost an unique place in civilization necessity.

His product combined today reaches over 10,000,000 tons with a value of over $1,000,000,000.

The paper manufacturer has gathered around him a group of highly trained workers, well paid, apparently satisfied.

He has, in general, built a stable business well equipped, and with a reasonable progress in the latest improvements.

He is, in very many cases, developing research and management methods up to date.

He is essentially a great and growing fixture in the scheme of America's great development of Industry and Commerce.

He, nevertheless, has to meet two difficulties—over-production and competition.

MERGERS IN THE ROOFING INDUSTRY

WITHIN the last year or two certain mergers have taken place among the manufacturers of roofing. The details of such combinations have been reported in the financial papers, but in order that our readers may know the relations of certain companies to others we are giving you the chief facts.

Probably the outstanding combination is that of the Flintkote Company and their affiliated or controlled companies. These companies are The Chatfield Manufacturing Corp., The Richardson Roofing Co., The Sall Mountain Company, the Pioneer Paper Company, and the Beckman-Dawson Roofing Company who, in turn, controls the Lockport Paper Co.

It was reported in the financial papers that the Dutch Shell Co. controlled the majority of stock of the Flintkote Company.

All of the companies controlled by the Flintkote Company are manufacturers of asphalt shingles, roll roofings and similar asphalt roofing products. The Pioneer Paper Company is also a manufacturer of certain grades of building papers.

The Certain-teed Products Corp. purchased the Beaver Products Companies. Certain-teed not only makes asphalt roofing products, as do all other roofing companies, but Floor Coverings and Gypsum products.

The Ruberoid Company controls the Continental Roofing & Manufacturing Company, the H. F. Watson Company, and the Safepack Mills at Millis, Mass. The Ruberoid Company and its controlled companies are makers of asphalt shingles, roll roofings, building papers and the usual accompanying asphalt products.

LIBRARY NOTES

PLANNING the garden is a fascinating occupation and while results may not equal the brilliant display pictured in the Spring seed catalogs, a home garden is always more or less a satisfaction.

Two books which we have, "The Flower Garden Day by Day," and "1001 Garden Questions Answered" cover a wide range of information and will be found very helpful to those who are seeking ways to make their gardens more flourishing.

Some good biographies added during the month:

Bismarck	Ludwig
Disraeli	Maurois
Andrew Jackson	Johnson
Reminiscences of Present Day Saints	Peabody

New Fiction:

The Father	Brown
Joy Ride	Brandon
City of Fire	Lutz
Crossways	Martin
Gray Sheep	Parrish
General Crack	Prudy
Wrist Mark	Fletcher
Closed Doors	Montague
Matorni's Vineyard	Oppenheim
Vicar's Daughters	Young

HEALTH NOTES

HEADACHES

By C. O. Sappington, M. D., Dr. P. H.,
Director, Industrial Health Division,
National Safety Council.

OF all the ills to which human flesh is heir, headache is the most constant and recurring symptom. Some people will tell you that it is very common for them to have headaches. In fact, some believe that headaches are necessary evils.

Specifically, a headache is a symptom, but not a disease. One great health authority has defined headache as follows:

"A headache is a safe signal in your warning tower that something has gone wrong."

The causes are legion. According to health authorities, there are over one hundred different conditions which may cause headache. It might be quite difficult to name all the causes, but the following four general classes may be mentioned:

1. Bad habits of living.
2. Unhygienic surroundings.
3. Minor physical defects.
4. Definite organic diseases.

As to actual conditions which may produce headache, a great diagnostician has said that in most cases, five predisposing factors may be recognized:

1. Fatigue, bad air and hunger.
2. Constipation and indigestion.
3. Alcohol.
4. Eye-strain.
5. The beginning of an infectious disease.

It must be obvious that taking powders, pills and tablets is not scientific treatment, when the cause of the headache is not known. While it is true that such treatment may give temporary relief, continuous headaches should be investigated by a competent physician.

Keep in mind that headaches may be prevented in many instances, by a simple adjustment in living habits.

BIRD'S PAPER MULCH

BY the first of April most of us have begun to plan and think about our "back yard gardens," and some of us have begun to worry over the army of weeds that always seem to grow so much more easily than the vegetables we are trying to raise. There is one remedy for this worry, which was successfully tried by many Bird & Son employees last year—Bird's Paper Mulch.

This comparatively new discovery does two important things for the gardener. First of all it eliminates weeds, by shutting away from sunlight the ground on which they usually grow. Secondly, it stimulates more vigorous growth of plants by keeping the ground warm, trapping and holding the moisture, and protecting the original cultivation of the soil against the compacting action of rains.

Latest directions for the use of paper-mulch are as follows:

"The garden for paper mulching is prepared for planting in the usual way. On this prepared land the paper is spread. Along each edge of the paper a v-shaped trough is dug, into which the edge of the paper is put and buried with earth. Thus, the paper is really "planted" in so that it will not be torn up by the wind. For thick growing crops like beets, snap beans or garden peas, an open space about two inches is left between the layers of paper. Eighteen-inch paper is usually used for these small growing plants.

"The seed is planted at the margin of one layer of paper, the soil leveled off, and the next layer put down leaving a space between the sheets of about two inches. Crops planted along margins in this way will require one hand weeding and it is very important that this weeding be given. The few weeds or grass seeds immediately beneath the two-inch opening will of course come up. Once up they will grow with rampant vigor, stimulated by the paper covering the same ways crops are stimulated. After one weeding, however, the planted things will come along so fast that they will smother out any new weed growth."

The directions are simple, the cost not excessive, and the results amazing. If you have not tried this mulch paper in your garden, use it this summer and let the results speak for themselves.

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Arthur Wilson*
Julia Clem *Frank Johnson*

We welcome to the main office Mr. Earle Clark, formerly in charge of the advertising and inside sales work at Chicago, who has been transferred to East Walpole. He will have charge of all Sales Promotion and Advertising work. He is making his home in Norwood.

Mrs. Wilson of VF has recently bought a new Erskine Cabriolet.

Agnes Hefferan is out sick with tonsilitis. We wish her a quick recovery.

Dwight Colburn motored to Florida and back during his recent vacation. While in the South he attended the Sharkey-Stribling fight.

Gladys Duncan has returned to work after two weeks' illness.

Ed Tarr of AC and Ed Holmes of CX Sales are both sporting new cars. Tarr has a new Ford Coupe and Holmes a Chrysler.

Two new machines have recently been added to the payroll department, as a result of the new system of paying off by check—a Todd check writer and a Todd check signer.

Sabina Costello has just returned from a tour to Cuba making stops at Jacksonville, St. Petersburg, St. Augustine, and at Daytona Beach where she attended the automobile races. She has acquired some tan and a red nose which she tells us is sunburned.

Among the latest victims of the "Sparkler" Circle is Miss Robina Urquhart of Purchasing Department. Bena came in one day looking happier than ever and when we came to investigate we found that her left hand was carrying a handsome diamond. We are sure Bena and Steve have the good wishes of all who know them.

Ask "Scottie" how good a shot Jean is. The other morning Scottie came in minus a couple of teeth, the result, we are told, of Jean's "shot" with her bottle.

We are glad to see Mary Foley back again after an attack of the grippe.

The girls from CF made up a party to see the Pilate's Daughter at the Mission Church in Roxbury the night of March 19. After the play they enjoyed a dinner.

Everyone who wishes to may join the Floor Covering girls on the nights that they go swimming in the Civic pool. There is lots of fun and swimming may come in handy in the summer also.

We welcome Mr. Harley Lagerschult as a correspondent training at the Mill for the Chicago Office.

Hilda Rafuse, Comptometer, Winner of High Single String Award

Helen Gustafson, Payroll, High Individual Average winner

Margaret A. Kelley, Box Division Sales, Winner of High Three-String Award

Departments AS and AM have recently been combined, with Mr. Dowling in charge and Mr. Campbell as his assistant.

W. A. Beaulieu, formerly of AM, is assisting Mr. Ahlgren at the main office.

Catherine Martin, formerly of AC, returned to help out during the illness of Margaret Flaherty.

Catherine Corbin has returned from her two months' tour of the country, and is continually praising California.

Ed Tarr has been given a part in the Footlighter's production, "The Celebrity."

Team C on the Men's Bowling League has not yet recovered from the shock of walking off with three points from FBP. Rumor hath it that Ernie Smith and Art LeBlanc celebrated every night for two weeks after the event.

On Monday, March 18, Team R completed its usual unsuccessful season, graciously allowing FBP to take four points from them. Credit for the success of the team cannot be given to any one man; the persistent efforts of every member are alone responsible for the team's standing.

Gladys Noddin is kept from her duties in RC by sickness.

C. J. Mahon has taken over the territory in Pennsylvania formerly covered by his father, J. J. Mahon, who has left us to become the manager of a large lumber concern.

We are pleased to welcome Mr. G. A. Booth to Purchasing Department. We also extend our good wishes to "Ted" who has gone to take charge of S.M.

Someone was "hanging" Easter Eggs to the girls (an old custom from the Cape). We think maybe that someone was mixed up in months and thought it was May instead of March.

Ken Baxter is sporting a new car lately, we suppose to "keep up with the Joneses." However, Ernie Smith is keeping up with Ken. Did Ernie tell you about the "trade" between his new and old cars?

The CF girls turned out in good numbers in the Blotto Contest. We are watching anxiously for good results.

PAPER MILLS
East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

Spring is surely coming—James Geary and Herman Nordstrom were seen one night recently around New Pond getting ready for pout fishing.

Kenneth McLellan has shown quite an interest in Gypsy Smith. He has been in town several times to hear him.

John Moylan of No. 3 Machine has a police dog which he is training for bird-hunting.

Charlie Knaus is sporting a new Oakland car.

Fred Duncan of EM says he will never go over 8 miles an hour in Roslindale again. Fred evidently met a cop!

Steve Smith has bought a new Reo Flying Cloud.

John Burke and Frank Whitehead are planning to spend their vacation in Canada. They will leave some time in May.

Maude Kaler has purchased a six-cylinder Chevrolet.

Mario Boragine, EMB, is the proud owner of a new radio.

We welcome Frank McDonald back after his recent illness.

James Clancy and Martin Kane motored to New Hampshire one week-end recently.

Paul Guttormsen, Mill Office, is the proud father of a daughter, Beryl Marie, born on March 2, 1929.

Louis and Clarence Bergstrom looked pretty smooth marching in the Boston parade on March 17. Both of them were right up in front with the best of them.

Roy Kirk of No. 3 Machine is now giving short lectures during his spare moments. Roy is quite popular as an after-dinner speaker.

Victor Burrill has a new Chevrolet sedan, and is now building a garage to keep it in.

F. B. Duncan, Engineering, High Single String Bowler, 1928–1929

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Happy Timmins, "mayor of Hog Island," has finally given in to the demands of the auto graveyard proprietors. Now one may see his beaming face behind a shining landau type sedan of a popular make.

Andrew Hazlett, EMY, is the father of a seven-pound girl born at the Norwood Hospital February 24. Congratulations, Andy.

Martin O'Donnell, EMY, has been confined to his home the last few weeks with the grippe. We hope to see him back soon.

Charles Rafuse, SM, now has a new Ford sport roadster. Looks pretty good to us, Charlie.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

On March 16 Phillipsdale completed a year without a lost-time accident. Almost 50,000 working days without a single day lost because of an accident in the plant during the year. Not only our safety organization but every man in the plant is to be congratulated.

We hear Manuel Perry's family is much interested in Manuel's new radio. It seems that he set it going for them the first night he got it and then went to bed. In the small hours of the morning they woke him up to "fix" it for them. He tells us that if he has to get out of bed again he will fix it for them.

We are glad to hear that the wife of Albert French in DPR, who lately underwent a rather serious operation, has improved enough to return home from the hospital.

We can tell that spring is near by the appearance of airplanes over the mill. The flying field is only a short distance from here.

We've heard of girls being afraid of mice but you ought to be near Joe Silvia when a rat shows up. He jumped clear over a table the other day at the sight of a rat and was so frightened he was unable to eat any dinner. Joe won't even go down to his locker alone. A large yellow cat has been hanging around where Joe works. They say he brought the cat in for protection.

We are glad to see that Manuel Dutra, who has been out sick for ten weeks has returned to work in the cutter room.

Willie Banks held the lucky number on a Chevrolet coach at a bazaar held recently in East Providence. We understand the new Chevrolet looks like quite some automobile along side of Willie's new Essex.

We understand that Manuel Neves was also lucky at a bazaar or something of the sort held recently.

Of course, the big social event of the month was the trip of the Fire Brigade to the annual meeting at East Walpole. Some twenty-five men went down by bus stopping at Wightman's for supper. George Hawley, as usual, let someone else pay for his supper. Leonard Carlson mysteriously disappeared after we arrived at East Walpole only to reappear later on with something that seemed to be a very bad cold. The coffee, doughnuts and cigars were appreciated by all except Lloyd Allen and George Hawley who, we understand, passed through the "kitchen" without seeing anything. Willie Banks looked lost without George Inman to take care of him and Fergus Christie's tenor voice (or whatever it is) was missed on the way home but Bus Richardson and Charlie Anthony tried their best to make up for it.

David Lowry has recently bought a new 6-cylinder Chevrolet.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzb er*

W. S. Jackson of FX1 has bought a 1925 Ford sedan.

Since Herman Lauble has moved to Westwood he has taken up politics. Rumor has it that he is to run for Selectman in the near future.

Frank Malacaria has a new Ford and Vincent Lestan is expecting his in a few weeks' time.

Velma Cobb, Isabel MacLeod, and Nancy Graves, Girl Scouts of East Walpole, enjoying some of February's snow at Cedar Hill. Taken by Welthea Smith.

Ed Ross and John Goonan took in the auto show in Boston last month.

Patrick Sylvester has moved to East Walpole.

Richard Sprague is out sick with a minor operation in the throat.

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

A Safety Concert was featured in the FB Brigade Room on Tuesday, March 19, at 12.15 p. m. John Eppich, who frequently broadcasts over WEEI furnished inspiring music with his accordion; our blacksmith and Edgio, the dancing dolls, and Antonio Monesetti furnished dancing. Mr. Eli Chamberlain, superintendent, gave a short talk on safety. By occasional meetings of this sort, it is hoped to keep up the interest in safety work, so that the splendid record we have established will not be broken.

FB is proud of its prize Bowling Team, FBP, which won the Championship from FX2. This is the first time that an FB team has figured in the Championship. We congratulate them on their fine work.

Teodori Michienzi, Building and Roofing Machines, High Individual Average Winner.

William Bishop has been transferred from FBV to FBPM5 as inspector.

No. 7 Machine is now on two ten-hour shifts. Ruel Fulton is machine tender on one shift and Joe MacGregor on the other.

Ed Lincoln's Loco Junior broke down on the Stoughton turnpike on his way to work, so he hailed a taxi to finish the journey and as he says, "It cost only eight dollars!"

Patrick Reardon has lost his German Police dog, and even a thorough search of the neighborhood has failed to locate the animal.

Whose car is it that makes all that noise on starting up nights? Oh, that is Gus Mauritz shoveling soft coal into his car, getting ready for Walpole.

There are two kittens here at FB, and it has been decided that Doc Watson and Howard are going to have them. The trouble lies in the fact that both Doc and Howard want the same kitten. A king Solomon must be found to decide the matter.

Can you figure this one? One day, recently, our shipping department loaded thirty-three freight cars with 750 tons of Roofing products. When you consider that the maximum car capacity of our loading tracks is only twenty-nine cars, this is some stunt. For particulars on how it was done call Stoddard, Murphy and Company, the team that discovered how to put three pints into a quart jug.

We are glad to see Harry Dresser sufficiently recovered from his recent illness to be back on the job again.

We have received advance notice to the effect that Tony Lacivita of FBE will be married on Saturday, April 6, to Miss Georgianna Thomas of Norwood. The wedding will take place at Saint Catherine's Church, Norwood. Congratulations!

Have you seen our slate handling tractor? When John Howard is in the saddle it is full steam ahead and no waiting.

We extend our sympathy to Henry Grover of FBX in his recent bereavement.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

A note of thanks was received from Earle Clark for his friends at the Mill and on the Sales Force for the pipes, tobacco, smoking stand, etc. that were given him when he left for the East.

We understand that "Mark" Hanna is purchasing a new tennis net, so we guess it won't be long before the court will be in use again.

"Ray" Shirley is organizing a baseball team from the members of the Office and Mill, with Jim Bartlett as Coach and Manager. Considerable interest has been shown and enough names have been turned in to make up a couple of teams.

We were sorry to learn of the death of Henry Morman's father who passed away at the age of 81 years.

Harry Brandau is back at his desk again after a few days spent in one of the local hospitals. Harry says he is feeling fine now.

Nick Schreiber, one of the Old-Timers here at Chicago, has resigned his position on No. 1 Machine to go farming, and the best wishes of the Mill and Office go with him.

FLOOR COVERING PLANT AND OFFICE
Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Tom Rogers *Leo Haggarty*

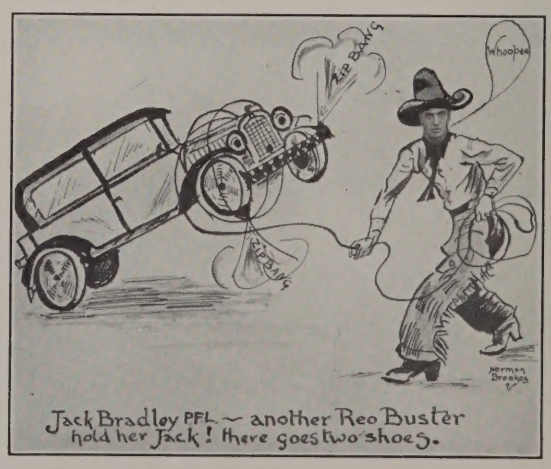
Arthur Cripps, the "cotton-gloved" chemist, has lost all of his old fire and pep. Can he be in love?

Nelson Phillips, formerly a worker at FF, recently made a visit to the plant.

Carl Hertzberg and Clare Hayman spent last Saturday evening at Boston's most famous Burlesque show. They must have got their money's worth as they are trying to encourage others to go with them next week.

John Smith, FFN's second-hand man, is now building a new house in Westwood. Friends are wondering if he will continue to use the old Studebaker or if he will ride the bicycle again.

Kentucky Blue Grass for sale at FFM. For particulars, see David Boyden—FFY tractor driver.



Bert Seekins, FFC, is the proud father of a baby girl.

Lloyd Smith of FFN was seen at the Auto Show looking over the 1929 Hudson models after overhauling (?) his own Hudson. Lloyd calls it strategy.

Tom McHugh is seen taking the trolley every Thursday and Sunday evenings into Boston. What hopes, Tom?

They say "Al" Jenkins of FFS is very fond of banana fritters.

Spring is here. George Ackerman is talking of buying some 16 oz. blue serge and a Harley-Davidson motorcycle.

Gordon E. Clark, Floor Covering Maintenance, the High Single String Winner.

Carl Johnson of FFM took all the Sonnenberg rooters in to the Boston Garden on March 15 to see their hero come out of the fray victorious.

The mail boy would like to know if all the Sporting Houses are acquainted with Jim Garner. It seems that Jim is selecting his fishing equipment for next summer.

Mrs. Hildreth of FF Office sports around now in a little blue Ford roadster with a rumble seat and everything.

Lieutenant James Hanley again served his country by appearing in the long line of soldiers at the Evacuation Day parade in South Boston.

It was a foreman's meeting, led by our super, Ralph Wight
And a cigar he tried hard to light,
A gift, so they say
From B. Bailey that day,
But matches galore! Adorned the floor! Alas!
Yelled FFM! A blow torch! To win this fight!

Kaino Paajanen, FFV, is taking an accounting course at the Bentley Institute, Boston.

FF Office has again assumed a businesslike appearance now that the carpenters and painters have left. And you really wouldn't know the place with its new paint, more room, better light, etc.

Smiling Mike McColgan is laid up with a sprained knee.

CHICAGO OFFICE

Ralph W. Duvall *Lillian Moe*

We will always wonder if March goes out like a lamb just because it came in like a lion this year. With the following facts at hand it would seem the author of the old adage were lyin' if we may wax a hot cross pun.

The Put and Take Salesman's Contest began March fourth. During the first week the A team put in the most orders so they took most of the points, or six out of eight to use the figures. But there are seven more weeks friends and it is our guess the lion will not give up his racoon for a set of fleece in any one of the seven.

March 17 coming in the middle of the month, the lion couldn't very well change without the permission of Sweeney, Maloney, McWade and Curran.

If any dealer ever doubts the salability of pattern 3015 they should see the office floor—it's a beauty and with our newly buffed walls we are ready for the Metropolitan Opera any time now. (The Opera building is our new neighbor, you know.)

An earnest appeal is hereby circulated for some pressed flowers, peppy mottoes, snappy pictures, old shoes, or some little odd bodkins to put under the glass of Mary Maloney's desk.

Tom Creden was in the office recently where it developed that the rumor is right—he carries both a dinner jacket and a swallow tail on some of his sorties about Michigan—all the better to sell yard goods with—without coming back for seconds or two cuts no doubt.

Someone thought the pictures of Mr. Hoover taking the oath of office of President looked like Charlie Tyson. We hereby swear under oath that Mr. Tyson was not in Washington, D. C., on March 4 (see salesmen's reports).

J. A. Petitclair is now with the inside salesmen to carry on the office for the outside men and we wish him very well indeed.

Along about now we in our topcoats here nearer Chicago are beginning to think there is a justice and that those balmy days of January and February in New Orleans and Houston were not all fiction.

R. I. Holcomb is taking over the Oklahoma territory formerly covered by R. E. O'Brien. We welcome him into our organization. Mr. Holcomb was in the office before getting started.

Twice during the last month R. S. Bickford has worked Saturday morning in some Iowa river city and then come into Chicago over the week-end for business and pleasure. His business is divided between conferences with Messrs. Tyson and Westcott in Highland Park and River Forest.

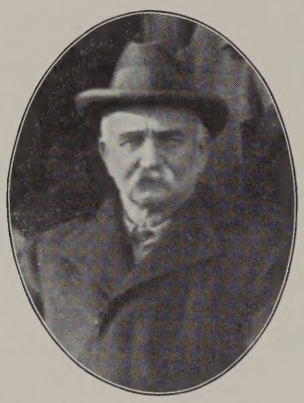
Fred Jakel drove down from Milwaukee one Saturday morning with Mrs. Jakel. Mrs. Jakel has relatives here in Chicago and hasn't been down for a while.

Don't forget the Smithies
Working 'way out West,
W. K. and F. P.
Birds just like the rest.

(Editor's Note: The editor extends his sincere apologies to the Chicago Smithies who were not included in the masterpiece on page eleven in last month's issue. The only reason they were not included is that they were not present to have their pictures taken along with the rest!)

"PROFESSOR" SMITH COMPLETES FIFTY YEARS OF SERVICE

WHEN John M. Smith of DVX2 "punches in" on the morning of April 9, 1929, he will be starting his fifty-first year of work for Bird & Son. "Professor" Smith began work with Bird & Son on April 9, 1879.



"Professor" Smith as he looks today. A recent photograph taken from a group picture of veterans

Two years before he had graduated from Walpole High School. Besides working in the beater room, as he has for the greater part of his life, "Professor" has served as fireman, engineer, teamster, repair man, piper and finisher. About the only place he has not worked is on the paper machines themselves. In 1927 he began his present job in the box shop shipping room.

Mr. Smith is now the second oldest veteran still actively employed by Bird & Son. First place goes to John H. Smith who began work in May, 1878, one year earlier than "Professor."

Most vivid of all Mr. Smith's recollections of the past fifty years is still the big fire of 1879. Writing of the event in 1914 he said, "I went to work for Bird & Son in April, 1879. In the fall of that year we shut down the mill one Saturday night at twelve o'clock and left everything all right, as we thought. But early Sunday morning we were awakened by the cries of "Fire!" and upon rushing out of our houses we found the mill in flames. It had caught over the two steam boilers which made steam for the small engine that helped drive the mill in connection with the water wheels. We had no hose wagons or hook-and-ladders in those days—nothing to fight the flames but a small hand tub with only a one and one-quarter inch hose. Before help could reach here from Norwood and South Dedham, the mill was nearly burned down, but with their assistance we managed to save the building that is now No. 3 machine room and the finishing building (the present mill office). . . . It is very interesting to look back to the time of that fire, when each man in the mill knew everyone else and the number of employees could almost be counted upon one's fingers."

At one time Mr. Charles Sumner Bird became interested in the origin name of "Professor" Smith, and spent considerable time trying to discover it. He finally found that the name was first given him after he had graduated from High School. At that time it was quite unusual for any one to continue in school that far, and one who did was considered a Solomon. All questions of "policy" were referred to him. Thus, after Mr. Smith was duly graduated, he became something of an authority in all matters, and was immediately dubbed, "Professor."

Mr. Smith has always lived on Washington Street, East Walpole. He has two children, one of whom, J. Henry, is a machinist at the Building and Roofing mill.

Mr. Smith is in very good health which he has always had. One "old-timer" says that he cannot remember that Professor Smith was ever out sick in recent years for more than a day or two, and those days only at long intervals.

John M. Smith, as he looked on graduation from High School, 1877

As "Professor" completes his fifty years of service, it is a pleasure for us to extend to him the congratulations and best wishes of Bird & Son, inc. We wish him many more enjoyable years of life and health, and salute him as a friend who has served the company long and faithfully.

Acknowledgments

I wish to thank Bird & Son, inc. and friends for the beautiful flowers and kind acts of sympathy during my recent bereavement.

Laura Plaisted Dixon.

Gratefully acknowledging and thanking you for the flowers and your kind expression of sympathy.

Mrs. Tynne Sulonen and brother and sisters.

Visitors Welcomed at Our Mills Recently

BIRD & SON recently acted host to twenty-three men from the College of Technology, University of Maine. On the 21st of March these men, from the University's Department of Chemistry and Chemical Engineering visited the plants at East Walpole and Norwood.

This visit was part of the annual five-day Inspection Trip which these students take every year as part of their course. They arrived here at 8.30 on March 21, and visited the Paper Mills, the Box Factories, the Building and Roofing Plant and the Floor Covering Plant. Luncheon was served at Larimore's, and the return trip to Boston made shortly after two o'clock.

Other large concerns which they visited during the Tour are: Boston Consolidated Gas Co., Beacon Oil Co., General Electric Co. at Lynn, General Baking Co., American Sugar Refining Co., and Lever Brothers Co.

Twenty-three men from the Department of Chemistry and Chemical Engineering of the University of Maine who visited at our plants recently

Those who visited at Bird & Son were: Professor C. A. Brautlecht, R. B. Adams, H. G. Bourne, C. E. Fogg, A. F. Gilmore, A. E. Ledder, A. J. Libby, R. M. Look, P. H. Mudgett, H. N. Powell, Gordon Smith, Maurice Stone, H. N. Webber, H. G. Wiseman, H. D. Crandon, E. F. Crandon, E. F. Sawyer, J. M. Thompson, D. E. Drew, G. A. Noddin, H. J. Stuart, H. H. Stuart, G. B. Jones.

Other Prominent Visitors

East Walpole Mills

Mr. H. N. Stuart—Remington Rand, inc., Buffalo, N. Y.

Mr. Guinivan—Montgomery Ward Company.

Building and Roofing Plant

Mr. Jesse R. Rowell—Rowell Bros., Newport, N. H.

Mr. Leeper, his two sons, and Mr. Button, Manager—Leeper Roofing Co., New Haven, Conn.

Mr. Jackson—Cutler Grain Co., Framingham, Mass.

Mr. Kohler, Owner, Mr. Crabbe, Manager, 12 Salesmen—Somerville Roofing Co., Somerville, Mass.

Mr. Fay, and Mr. Lundgren, Mr. Darling, Contractor—Dean-Penney Co., Brockton, Mass.

Mr. Blais and Mr. LaTendre—J. J. Moreau Co., Manchester, N. H.

Mr. Skinner, accompanied by Mrs. Skinner and mother—Waverly Lumber Co., Waverly, Mass.

Floor Covering Plant

Mr. Harry Lack—Lack Carpet Co., New York City.

Mr. Shulansky—Capitol Floor Covering Co., Hartford, Conn.

Mr. W. C. McCahey—Outlet Company, Providence, R. I.

Mr. Brown and Mr. LaPlante—Brown and LaPlante, Pawtucket, R. I.

Mr. Ralph W. Westcott—Bird & Son Sales Corporation, Chicago, Ill.

Mr. Miguel Prunera, Jr.—Export Agent for South American Territory.

Mr. Harry Brunstein—Export Agent for Brazil.

Chicago Floor Covering Office

Mr. D. VanGiesen—L. B. Price Mercantile Co., St. Louis, Missouri.

Mr. A. T. Primm—J. Kennard & Sons Cpt. Co., St. Louis, Missouri.

Mr. H. E. Sawyer, Jr.—East Walpole.

Mr. Philip Brown—A. Leath & Company, Rockford, Illinois.

Chicage Mill and Office

Mr. Harry G. Kelly of Adams & Kelly Co., Omaha, Nebr.

Mr. Duysing of Noll-welty Lumber Co., Kansas City, Mo.

Messrs. Bugher and Hall of the Kokomo Roofing Co., Kokomo, Ind.

Mr. J. H. Campbell, Jr., Campbell Bros., Kankakee, Ill.

Mr. Watson of the Edwardsville Lbr. Co., Edwardsville, Ind.

Mr. A. N. Norman of Marion, Ill.

Mr. John Sultzer of the Fort Wayne Builders Supply Co.

Mr. Millsom, Mr. Boening and two other members of the Bruno Martin Company, Saginaw, Mich.

Mr. Smith and Mr. Nuppnau of Smith-Nuppnau Co., Valparaiso, Ind.

Mr. "Doug" White and Mr. Sullivan of Blue Grass Roofing Co., Lexington, Ky.

Mr. Royse of the Danville Roofing Co., Danville, Ind.

Mr. Spencer, Mr. Campbell, and Mr. Chas. Hicks of Valparaiso, Ind.

FLOOR COVERING SALES CONTEST

THE Eastern Division Floor Covering weekly sales contest got away to a flying start and at this writing it is nip and tuck. The first week the "Vets" took what looked like a fairly comfortable lead, but the "Cubs" showed that a little thing like making a few points when they needed 'em was what they specialized in. The result was they won the second week by the very same margin they had lost by the previous week leaving the contest a tie at the end of the first two weeks.

We anticipate keen competition before May 25 when the contest closes.

Latest news dispatches indicate that the "Vets" are now leading by the narrow margin of two points. One of the "Cubs" interviewed over long distance wire stated that of course he wished the situation was reversed but two points over a three weeks' period was really holding pretty steady—some of his stock had gone down more than that in a day. He further expressed the opinion that with Easter and April Fool's Day coming so close together this year some of the "Vets" would have to rest April 2 after dressing for the Easter Parade one day and then the nervous strain of being afraid some one would fool 'em the next day. It's on little things like this that the outcome depends.

Results of matches played during week of March 18:

Team A	vs.	Team B	Winner
J. R. Maraist		R. W. Winn	Winn
W. R. Feeley		J. M. Kellam	Kellam
H. B. Lane		R. V. Garner	Lane
F. H. Bagley		I. S. Bailey	Bagley
R. B. Wadsworth		R. W. Graffam	Wadsworth
I. C. Post		W. J. Farrell	Post
H. B. Hunt		S. Blackmer	Blackmer
A. L. Hayden		C. M. Borgh	Hayden
E. R. Guise		C. W. Kincheloe	Kincheloe
J. W. Kelley		E. C. Johnson	Kelley
G. B. Cocke		J. L. Cook	Cook
A. M. Covert		N. F. McCann	Covert

Team standing for week of March 18:
Team A, 7 points; Team B, 5 points.
Cumulative team standing as of March 23:
Team A, 19 points; Team B, 17 points.

Cumulative individual standing as of March 23:

Player	Points Won	Player	Points Won
F. H. Bagley	3	J. M. Kellam	2
S. Blackmer	3	J. W. Kelley	2
J. L. Cook	3	H. B. Lane	2
A. L. Hayden	3	I. C. Post	2
R. V. Garner	2	R. W. Winn	2

Matches for the week of April 1 are as follows:

Team A	vs.	Team B
Maraist		Cook
Feeley		McCann
Lane		Winn
Bagley		Kellam
Wadsworth		Garner
Post		Bailey
Hunt		Graffam
Hayden		Farrell
Guise		Blackmer
Kelley		Borgh
Cocke		Kincheloe
Covert		Johnson

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during April:

			Yrs.
John M. Smith	4– 9–1879	Box Shop Shipping	50
Maurice A'Hearn	4– 1–1881	Retired	48
Michael Reardon	4– 4–1894	Retired	35
Frank Fisher	4– 3–1895	Safety Inspector	34
John J. Linnehan	4– 7–1897	Paper Mill	32
George Doderer	4–17–1897	Paper Mill	32
John Hale	4–11–1899	Paper Mill	30
Edward Bonner	4– 1–1900	Paper Mill	29
Kenneth McLennon	4– 9–1900	Paper Mill	29
George W. Towle, Jr.	4– 1–1901	Main Office	28
Michael Powers	4– 5–1901	Maintenance	28
Mary Sline	4–11–1901	Box Shop	28
Coleman Howe	4–21–1901	Paper Mill	28
Fred W. Shepard	4– 1–1902	Janitor	27
John Spillane	4– 9–1902	Paper Mill	27
Gustaf Johnson	4– 1–1903	Roofing Mill	26
Patrick Hessian	4– 4–1903	Maintenance	26
Halburton Dobbins	4–25–1903	Store Room	26
James Twedie	4– 9–1904	Retired	25
Joseph Sinkovitch	4–13–1908	Maintenance	21
Joseph Smith	4–25–1908	Roofing Mill	21
William Welch	4–23–1914	Maintenance	15
Festus Connolly	4–24–1914	Maintenance	15
William Shusta	4– 4–1919	Paper Mill	10
Roscoe Shorey	4– 7–1924	Floor Covering Lab.	5
Joseph Bilotta	4– 8–1924	Roofing Mill	5
August Purpura	4– 8–1924	Roofing Mill	5
Robert Kaill	4– 9–1924	Power and Steam	5
Edwin Johnson	4–11–1924	Floor Covering Sales	5
Harold Johnson	4–14–1924	Box Shop	5
Lewis Gammell	4–14–1924	Floor Covering	5
Leo Hagerty	4–16–1924	Floor Covering	5
John Sorjanen	4–17–1924	Floor Covering	5
John Janasaitis	4–18–1924	Floor Covering	5
Lawrence Angelo	4–21–1924	Floor Covering	5
Oscar Satirdal	4–24–1924	Roofing Mill	5
Stanley Moore	4–25–1924	Floor Covering	5
Joel Tammelin	4–30–1924	Floor Covering	5
Albert Hammond	4–30–1924	Box Shop	5
	CHICAGO		
Joseph Hooks, Jr.	4– 8–1924		5

MRS. BARTLETT PASSES AWAY

Mrs. Elizabeth M. Bartlett, wife of Mr. Elmer H. Bartlett, Vice-President, died on Friday, March 15, after an illness of several years.

She was born in Billerica and was graduated from the Hull School of that town. In 1895 she married Mr. Bartlett, and for ten years they lived in Norwood. Later they moved to Winthrop, and since 1915 they have lived at 224 Hemenway Street, Boston. Mrs. Bartlett was a member of the Society for the Preservation of New England Antiquities.

She is survived by Mr. Bartlett, who has been with Bird & Son for nearly forty-five years, and a brother Arthur W. Merriam of Billerica.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
MARK

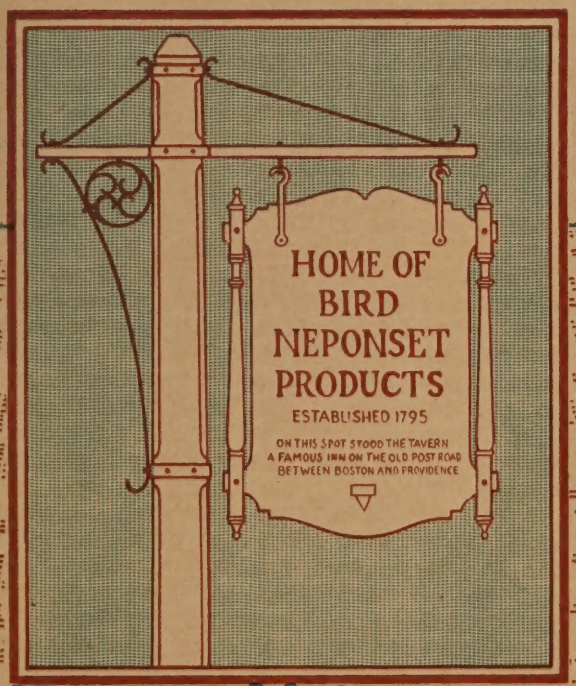
BIRD'S Neponset REVIEW

Planned and Edited by Employees of

BIRD & SON

INCORPORATED

East Walpole, Mass.



Floor Covering Quarterly

VOL. XVII NO. 5 MAY 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Special Paper Sales

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

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Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM

MANUFACTURING

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Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS., MINNEAPOLIS

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

Warehouses

BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, TULSA

BIRD NEPONSET REVIEW

Vol. XVII *May 1929* No. 5

WASTE ELIMINATION MONTH

Six Committees Work for Greater Efficiency

BIRD & SON, inc. workers now have a clearer idea of what waste elimination means than they did when it was announced in the April *Review* that we would co-operate in the National Campaign. While the month is only a little more than half over as this is being written, it has become evident that everyone has responded

Building and Roofing Waste Elimination Committee. Back Row: Granville Baker, Hilton Taggart, Albert Whitmore, Ralph Simmons. Front Row: Walter Cyr, John Howard, John White, Joseph MacGregor, John Wosner

whole-heartedly to the challenge, and the results will be evident long after the campaign is over.

One very significant fact stands out—that committees, selected from workers of all departments, are keenly interested in eliminating waste and cutting costs. They, too, are the best ones, being intimately connected with the details of their work, to offer suggestions which may bring about great improvement in existing conditions.

The Phillipsdale, Building and Roofing, and Paper Mill Committees issued letters to all employees in their plants telling of the purpose of the campaign, pointing out the type of ideas desired, and encouraging the making of suggestions. The Building and Roofing Committee, in addition, gave figures showing the money value of various kinds of material wastes—steam, power and repair costs. They also listed six problems which their superintendent had pointed out as needing study and improvement. Posters like the one in the box were made and placed in conspicuous places. And lastly, a number of meetings were held to which suggestions were brought and discussed. Some of these have been handed to various foremen for investigation and others have passed along through the regular suggestion system.

At No. 1 Box Shop the committee posted a large display board showing examples of excess waste material and spoiled work, which is avoidable, as well as other interesting items of waste—all of which served as a reminder of how wastes occur. This committee has also had meetings at which suggestions have been discussed and help given in writing them up for further consideration.

At the Floor Covering Plant, many of the problems on which the organization is working have been gone over, so that the committee could talk them over with the other workers and discuss them from their point of view. The committee has been given an idea of the money value of items entering into production costs, particularly material wastes, and has made the workers realize the large amount involved. An interesting development at this plant is the suggestion made by the committee that it become a permanent part of the organization, functioning in

Floor Covering Waste Elimination Committee. Back Row: Albert Duffy, William Donaher, Arthur Bent, Victor Grant, John Eppich, Charles Widgery. Front Row: Austin Quackenbush, Carl Johnson, William Walker, Donald Ross

somewhat the same way as does the safety committee.

The Engineering Division Committee has gathered suggestions from all sources, discussed

them at its meetings, and then steered them through the regular suggestion channels when they warranted it.

At No. 2 Box Shop the committee has studied thoroughly the waste which might be eliminated in connection with the raw materials they use, the condition, suitability, routing, handling and storage; the material wastes on the machines; the routing of the work in process, and the location of the machines; and the use of the machines themselves. They have been using posters for

Engineering Waste Elimination Committee. Front Row: Jame Hadden, Mario Boragine, Mike Kelly, Edward Rafuse. Back Row: Jesse King, Paul Guttormsen, Francis Bannon, George Wallace, Nelson Bartlett

putting the idea over, each poster containing a different slogan.

In the Paper division, at the first meeting the Chairman outlined the scope of the committee's activities, and then the Superintendent reviewed in a general way some of the major savings which have been made in the past few years and the problems which are still to be solved. Considerable stress was placed on the duty of the committee to sell the idea of savings to all the men and steps were taken to try to get a suggestion from every worker during the campaign.

WASTEFULNESS MEANS HIGHER COST
HIGHER COST MEANS LESS BUSINESS
LESS BUSINESS MEANS SHORT HOURS
SHORT HOURS MEAN LESS PAY
WASTE NOT—WANT NOT

One of the Posters Used by Roofing Committee

In all, the various wastes for which suggestions have been offered may be put into five different classes: Waste time, waste material, waste machinery and equipment, waste power (heat, lights and water), waste space,

If, as a result of the time and effort of these committees, we have learned something of the problems of the management, if we have found that our foremen and superintendents do not resent suggestions, if we have learned that doing away with these wastes wherever we find them makes it possible for Bird and Son, inc. to prosper in keen competition, to give us continuous employment, and reward us in proportion to our success and the success of the company—then the time and effort will have been well spent.

Members of Waste Elimination Committees

The pictures of three of the Waste Elimination Committees are shown in this issue. The members of the other three Committees are as follows:

The Box Shop Waste Elimination Committees, FX1; Marshall B. Lee, Lee Ward, F. S. Donlan and Henry Dowdie: FX2; J. T. Coughlin, Guy R. Hoyt, W. S. Jackson and John Clancy.

The Main Mill Committee has sixteen members and a chairman which are as follows: Chairman, Arthur A. Smith, DMP, Frank Massey, Joseph Knaus, John Maguire, Michael McDonough; DM, H. L. Badger; DMC, Felix Thompson; DMB Victor Smith, Patrick Coughlin, Lawrence Balduf, Constantine Geigol; DF, John DeCosta, Ralph Thayer; DMT, James Houlihan, John MacDonald; DMK, Ernest Oakes; DMW, Mytro Korbut.

The Phillipsdale Waste Elimination Committee is as follows: A. H. Chamberlain, Chairman; Leslie Howard, Clarence Pierson, Clifford Banks, Darrell Richardson, Edward Roy, John Hall, Edgar Vatcher, Clarence Frey.

F. W. S.

FB KEEPS SAFETY IDEA ALIVE WITH BI-MONTHLY MEETINGS

OTHER divisions are going to have a tough job getting the Safety trophy away from the Norwood Building and Roofing Plant.

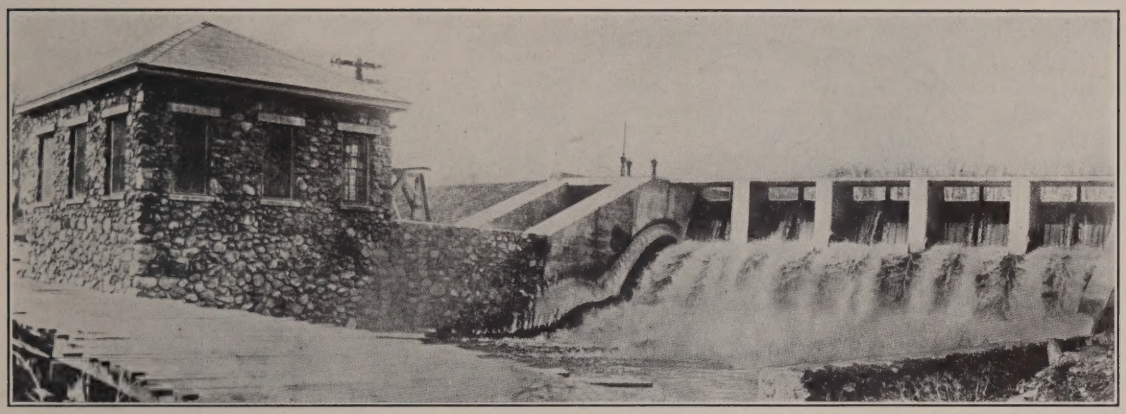
This division, realizing that over-confidence and going stale have been the downfall of many a worthy cause, have started a program all their own. Twice a month during the noon hour all those who can, gather in the Brigade Room. Generally Mr. Chamberlain will speak a few words on Safety, particularly cautioning everyone to use his utmost care and watchfulness. Then Harry Dresser or John Eppich will proceed to do his stuff and a good time will be had by all.

The men at FB deserve sincere commendation for this excellent idea to extend their wonderful no-accident run. Other departments might well follow suit.

"It is the savings of individuals which constitute the wealth, in other words—the well-being of the nation."

Start an account with the NEPONSET CREDIT UNION.

THE NEW POWER HOUSE ON NEPONSET RIVER



IN the April issue of "Edison Life," the employees' magazine of The Edison Electric Light Co., there appeared the picture of the new dam and hydro-electric sub-station at Plimptonville which we publish in this number.

This station built by Mr. G. A. Plimpton is located on the Neponset at the head of Bird Pond about a mile above our plants and under ordinary conditions is entirely automatic. A special set of telephone wires running from the plant to the Walpole station reports the operating conditions at the plant, and unless some emergency occurs, no attendant is needed.

The same water supply which further down the river is used by Bird & Son at our paper mills furnishes the power which turns the water wheel. 62½ kilo-volt amperes are supplied into the East Walpole circuit by this new plant.

Bird & Son Worker Wins Marathon

RUNNING the first long race of his life on Saturday, April 13, Eino Heikkila of FXW won the annual Cathedral Young Men's Catholic Association 10-mile handicap road race over the Dorchester course, finishing fifteen yards ahead of his nearest competitor, Russell Jellison of the Woodlawn A. C.

Heikkila, who only recently came to work for Bird & Son, has run before in short races, and last year ran in the mile event at Brockton Fair, but this was his first long race, and to capture first honors from a group of veterans as he did was an unheard of event.

He is a Finn by birth, but came to this country at three years of age. He attended the Norwood schools, but never did any running until after he had finished his studies.

Heikkila lives on Savin Avenue, Norwood, with his family and is employed in No. 1 Box Shop. He does not plan to enter the B. A. A. race for several years yet, but hopes to train eventually for the annual event on April 19. His picture appears on page 10.

WEEI Broadcasts Weekly Safety Programs

SAFETY addresses, featuring notable leaders in every walk of life, are now being broadcast every Saturday night at 7.15 over the National Broadcasting hook-up. Starting with a talk by Mr. Charles M. Schwab of the Bethlehem Steel Corporation on Saturday, April 20, these programs are to continue for thirteen weeks.

Nine of these programs, which are sponsored by the National Safety Council in conjunction with the National Broadcasting Company, have already been announced and are as follows: April 20, Charles M. Schwab, "Safety as a Factor in Industry"; April 27, Louis F. Butler, President Travelers Insurance Co., "Death Through Accidents"; May 4, P. E. Crowley, President New York Central, "The Railroads and Safety"; May 11, Hon. R. P. Lamont, Secretary of Commerce, "Safety as a National Problem"; May 18, Madame Schumann-Heink, Opera Star, "Safety in the Home"; June 1, Dr. Miller McClintock, Director Erskine Bureau, "Making Our Highways Safe"; June 8, Grover Whalen, New York Commissioner of Police, "Enforcement as an Aid to Safety"; June 22, Joseph E. Sheedy, U. S. Steamship Lines, "Safety on the High Seas," and July 6, Hon. James J. Davis, Secretary of Labor, "Safety and the Worker."

The underlying purpose of the campaign, as outlined by its leaders is "to awaken the individual citizen as to his own personal responsibilities in accident prevention and to arouse the average American mind from its lethargy and indifference toward one of its vital problems."

Each program is to be sent over the entire National Broadcasting System, direct from the main studios at WEAF in New York. This means that literally millions of people in all parts of the United States will hear these weekly addresses. The local station over which these can be heard is WEEI in Boston.

THE SUGGESTOR'S POINT OF VIEW

ON the track of more news for the *Review*, the reporter interviewed several suggestors. An examination of the suggestion records kept in the Manufacturing Office, showed that many men have been making use of the suggestion plan for years, have submitted many suggestions and had a considerable number accepted. It was men of this type that were interviewed, with the idea of extending this to others as the opportunity presented itself.

The first man to be interviewed was Joseph Walker of EMT. He has been using the suggestion plan since 1924; has submitted 71 suggestions in that period, and had 19 accepted. This is 26½%—an excellent showing. He admitted frankly that he made use of the suggestion plan for the sake of the prizes, but also added that he felt that when he saw something he thought would make it easier for himself or someone else, he might as well put it in as a suggestion.

When asked how he felt when his suggestions were not accepted, he said that naturally a man thought his own ideas were pretty good, and it was sometimes hard to understand why others did not agree with him.

John Lydon, of FXT, has been putting in suggestions since 1919—81 of them, all together, of which 15 have been accepted. This is 18½%, and a good record. He feels there is no harm in sending in his ideas, even if they are nothing special, and then he feels that he has done something for himself if they are accepted.

The Lincoln Memorial, Washington, D. C.
Taken by W. M. Smith

Frank O'Neil, of FXR, has been putting in suggestions since 1921; there have been 43 of them, of which 13, or 30%, have been accepted. He feels that there is some credit attached to getting things done in this way, and that it makes it look as if you were on your job. He stated it was pretty discouraging when you had a bunch turned down at a time.

Arsene Marchand, FXR, has submitted 45 suggestions in all, of which 15% or seven suggestions, were accepted. None of these suggestions had been put in since 1925, and when asked the reason he admitted that he had not been satisfied with some of the decisions, and preferred to make his suggestions to his foreman. When it was explained to him how a record of all suggestions was kept for each man, he agreed to write them out and send them in hereafter. His suggestions were reviewed later, and it was found that two of them had been put into effect since they had been disposed of and the committee was able, therefore, to accept them and make the awards.

Suggestors should realize that conditions are continually changing in the plant and a suggestion that is considered of no value at the time it is made may later take on new significance because of changed conditions. Some suggestors are in the habit of bringing up their old suggestions for review when they find such a condition has arisen, and this is a procedure we would recommend to all.

Plans are now being made to transfer each man's suggestion record from the Manufacturing Office files to the Labor Bureau files, so that this may come up at all times when a man is being considered for promotion. It is agreed that this should have a real bearing on the case, and the change will be made very shortly.

Special Suggestion Award

AT the meeting of the Suggestion Committee which was held in March, Herman W. Lauble, FXC, was awarded a special prize of $50 for his suggestion that the conveyor on FXCM1 be driven separately. At the time that this suggestion was accepted, it was impossible to compute the savings, but a study which has been made since then shows that it is an excellent suggestion and the special award was made.

Through inadvertence, the list of suggestions accepted at the meeting in March was not published in last month's *Review*. This was as follows:

Class 2, covering reduction in costs of manufacture, and receiving an award of $10 each:

Hangers for staplers	John Bache, EMM
Cut away two pieces on kickers on FXGM6	James Ginley, FXG
New top slitter knives on FXGM5	Constanti Lewicki, FXG
Method of fastening crescents in holder on FXCM2	Charles Mutch, FXC
Fibre shipping cases for shingle boards	D. H. Regan, Jr., EMW
Rubber pad on H machines	D. H. Regan, Sr., EMM
Gauge for thick-butt section	R. H. Simmons, FBP
Two sets of gears for slitters at FFF	George Wood, FFM
Channel on incline at FFN hanger	George Wood, FFM

Class 3, covering suggestions of intangible value, and receiving an award of $5 each:

Special bays for rosin sized sheathing paper — Felix Carlson, FBV
Adjustment on No. 6 machine gear counter — Paul DeLararro, FBP
Protect No. 5 machine scale — John Donohue, DMT
Iron straps on sides of block rack — Leslie Fillmore, FFP
Stop on clutch of paint screen — H. M. Hale, FFP
Raise gear shaft on stuff chest — A. G. Hazlett, EMY
Ladder at DVF elevator — Salvatore Marinelli, DVF
Load limit sign at DVF elevator — Salvatore Marinelli, DVF
Ladder at sprinkler system in FX3 — James Maroney, DMZ
Drain in floor in DM4 basement — Dan McDavitt, EMP
Change drain pipes from FX3 sprinklers — Dan McDavitt, EMP
Platform at DMPM5 winder belt — Dan McDavitt, EMP
Platform from roadway to ladder at DM21 — John McDonald, DMT
Metal shims for wad slitter spacing — J. H. McNeeley, EM
Method of carrying off water from DMPM2 stack — James Mulkern, DMP
Lever and counter balance weight on DMPM2 reel belt — James Mulkern, DMP
Sprocket wheel on live steam valve at DMPM5 — Herman Nordstrom, DMP
Protect belt over No. 6 lid rotary — Sidney Stather, FXR
Extension tables on Knowlton creasers — Bruno Stravinsky, FXF
Handles on chip boxes — William Urquhart, FXC
Wing hopper on S & S automatic taper — Henry Zimmer, FXG

At the meeting on April 10, the following were accepted:

Class 1, covering improvement in product, and receiving an award of $25:

Improvement of Montgomery Ward style shoe box — A. T. Dixon, FXR

Class 2, covering reduction in costs of manufacture, and receiving an award of $10 each:

Elimination of waste on gum strip machines — C. E. Anthony, DPP
Drill and tap side bar rod bolts for Riley stokers — Mario Baragine, FRB
Improvement on legs of two-wheel trucks — John Broadley, EMM
Cutting insulating board samples — Edward Geraghty, EMW
Leave off order numbers on export yard goods — Charles Miller, FFV
Improved counter arm rollers — Henry Smith, FBM
Half bushings on FBPM7 elevator — John White, FBM
Quick action clamps — George Wood, FFM

Class 3, covering suggestions of intangible value, and receiving an award of $5 each:

Hook for extracting caught sheets on FXRM26 — John Ginley, FXR
Guide on FXGM16 — Edward Hutcheon, FXG
Use $\frac{3}{16}$"T rubber on Swift creasers — William J. Koch, FXF
Three boxes for rope — Arsene Marchand, FXR
Doors instead of windows to fire escape — Arsene Marchand, FXR
Overflow pipe on water barrel — James Maroney, DMZ
Change toilets on E floor of FX1 — James McComb, FXF
Back gauge on FXGM16 — John O'Donnell, FXG
Pocket on mail bag for special mail — William O'Donnell, FB
Machine man's number on dies — Euplio Puopolo, FXR
Bumper and catch for fire escape window — Euplio Puopolo, FXR
Change switch for lights in lumber shed — E. C. Rafuse, SM
Jack lift trucks — Edgar W. Ross, FXC
Improve guard on blank presses in FXB — Antonio Sansone, FXB
Stand for gum strip machine — Antonio Sansone, FXB
Lock for arbor handle — Patsy Sansone, FFD
Improve angle iron guard on shingle machine — Ralph Simmons, FBP
Improved inspection table, FBPM2 — Mario Tomassetti, FBM
Belt tightener on FBPM2 — Mario Tomassetti, FBM
Electric glue pot on C floor of DM14 — Henry Treen, DFW
Paper gauge on winder post — James Trenholm, DMP
Remodel feeder on FXGM26 — John H. Walsh, FXG
Sliding gauge on finishing table — Henry Zimmer, FXG

BIRD SHINGLES SAVE PROPERTY IN WESTWOOD

ON the evening of March 15 a fire which broke out in the barn of Timothy Connolly of Highrock Street, Westwood completely destroyed the barn and silo, five cows, one horse, a calf and several pigs, causing a loss of over seven thousand dollars.

Two ells, connected with the barn and covered with Bird's Neponset Shingles, while burned some inside, resisted the intense heat and were not destroyed. No finer proof of the effectiveness of Bird's fire-resisting roofing could be given than in the picture which accompanies this article.

View of remains of a fire which completely demolished the barn of Timothy Connolly of Westwood. The ell shown in the picture was covered with Bird's Neponset Shingles, and as can be plainly seen, was not burned

The house which stands only about fifty feet from the barn and which has Bird's Neponset Twin Shingles on its roof was also untouched, in spite of a high wind that was blowing. While due credit must be given to the fire department which did fine work under the handicaps of a high wind and little water pressure, it is safe to say that certainly the ells and probably the house would not be standing today, had it not been that their roofs were covered with fire-resisting shingles.

JOHN M. SMITH HONORED AT LUNCHEON

ON Tuesday, April 9, a special luncheon was held at the Bird Club in honor of John M. (Professor) Smith, who had completed on April 8, fifty years of service for Bird & Son. A group of twenty-four "old-timers" and Bird & Son officials attended to pay tribute to the second man in recent years who has completed a half century of work for the company.

Short speeches of congratulation were given by George R. Wyman, Elmer H. Bartlett, H. H. Miller, S. B. Montgomery, B. D. Rogers and J. H. Smith. S. W. Smith acted as toastmaster. Mr. Wyman, at the conclusion of his remarks, presented the guest of honor with a beautiful gold watch—a gift from Old Timers. Earlier in the day, Mr. Smith was called into the office of the President, where Mr. P. R. Allen presented him with five shares of Bird & Son Preferred Stock.

Group who attended the luncheon given in honor of J. M. Smith. Back Row: A. C. Urquhart, James Smith, John Dower, M. H. Grant, S. B. Montgomery, William Quinn, S. W. Smith, James Geary, B. D. Rogers. Third Row: John Hale, Carl Schaier, J. H. Smith, T. M. Graney, J. J. Linnehan. Second Row: W. F. Geary, J. H. Maguire, F. L. Murphy, Andrew Walker, F. W. Fisher. First Row: H. H. Miller, J. H. Smith, J. M. Smith, guest of honor, E. H. Bartlett, G. R. Wyman.

OLD TIMERS' CLUB

THE annual meeting of the Old Timers' Club is to be held this year on Tuesday, May 7, 1929. Just as last year, the members will gather at six o'clock on the top floor of DM14, the new Maintenance Building, for an informal reception.

Dinner will be served at six-thirty, and will be followed by short speeches and an entertainment provided by a group of 10 men, O'Leary's Irish Minstrels. The minstrels will play during the dinner as well as later in the evening.

A dance, open to all who work for Bird & Son will be held beginning at nine o'clock. Admission to the banquet and entertainment will be by tickets, which the members may obtain from the Labor Bureau. Last year a record attendance of over 500 members sat down to the banquet and as large a crowd is expected this year.

The officers of the Club during the past year are as follows: P. R. Allen, President; E. H. Bartlett, Chairman Banquet and Decorating Committee; B. D. Rogers, Chairman Entertainment Committee; J. H. Smith, Chairman Transportation Committee; G. R. Wyman, Chairman Reception Committee; May Gardner, Secretary.

BOWLING BANQUETS

NEARLY one hundred and twenty bowlers attended the annual banquet and theatre party which marked the close of the bowling season. The members met at Holman Hall at 5.30 on April 6, and did justice to an unlimited supply of turkey and all the fixin's.

Four busses carried the bowlers from Holman Hall to the Gayety Theater, which was reached in time to see Ann Corio and her "Girls in Blue".

STARTING with a turkey dinner at the Elks Hotel and ending with a theater party at the Schubert-Apollo where "Luckee Girl" was playing, the Girls' Bowling League ended their 1928–1929 bowling season on the same evening as the men held their banquet, April 6.

Fifty girls attended both the banquet and the musical comedy and no one had anything but praise either for the excellent dinner or the antics of Billy House and the fine performance of the rest of the cast of "Luckee Girl."

Plant Engineers' Club Visits Bird & Son

ON Wednesday, April 4, the Plant Engineers' Club of Boston, of which C. W. Conrad, Plant Engineer of Bird & Son, inc. is a member, visited the Main Mills, the Roofing and the Floor Covering Plants on a tour of inspection.

The members met in the Brigade Room at 2.15 and visited first the Mills in East Walpole. They then went on to the Building and Roofing and the Floor Covering plants and visited the various departments there.

The Plant Engineers' Club. Top Row: E. F. Brigham, W. S. Fitch, K. D. Roberts, H. F. Scott. Second Row: G. I. Fiske, P. A. Guttormsen, J. A. Sheehan, J. H. Damon, H. B. Guillo, E. F. Burnham, K. D. Hamilton. Front Row: L. C. Winship, C. W. Conrad, R. P. Kneeland, H. T.Chandler, H. G. Bruner

At the conclusion of the tour of the plants the party drove to Fuller Tavern, South Walpole, where they were served dinner as the guests of Bird & Son. Following the dinner the members held their regular monthly meeting. After the business was transacted C. W. Conrad presented a paper, "A Study of the Use of Higher Boiler Pressures in an Industrial Plant." With the aid of charts and diagrams he showed clearly how steam can be generated and used most economically to obtain an ideal power and heat balance in an industrial plant. His paper was the result of his experience here at Bird & Son, inc. and research of his own.

The following concerns were represented: Dennison Manufacturing Co. by H. F. Scott and W. S. Fitch; Plymouth Cordage Co. by J. H. Damon and H. D. Roberts; Worthington Pump and Machinery Corporation by E. E. Freethy; George H. Morrill Co. by H. B. Guillo; Charlestown Navy Yard by R. P. Kneeland; Boston and Maine Railroad by L. C. Winship; Boston Woven Hose and Rubber Co. by H. G. Bruner; The Russell Co. by E. F. Burnham; The Christian Science Publishing Co. by G. I. Fiske; New England Confectionery Co. by E. F. Brigham; and the George E. Keith Shoe Co. by K. D. Hamilton.

OTHER VISITORS

Main Mill

Mr. Dexter N. Shaw, Howson and Howson, Philadelphia.

Mr. Stanley C. Lary, Director of the Department of Education and Vocation, University Club, Boston, Mass.

Mr. Cuneo of Summefield Co., Boston.

Mr. Kochian of Shepard Stores, Boston.

Floor Covering Plant

Mr. Morse, and Mr. Kummelin of E. K. Greer's, Wareham, Mass.

Mr. Parker and son, and Mr. Morris of the Parker Roofing Co., Springfield, Mass.

Mr. Jones and Mr. Durand of Quincy, who are going to start an application agency.

Chicago Floor Covering Office

Mr. Frank Kreitzer, Butler Brothers, Chicago.

Mr. Ed. Hoffman, Bannons Dept. Store, St. Paul, Minnesota.

Mr. E. Goodman, Goodman's Department Store, Waukegan, Illinois.

Messrs. Charles and Philip Pinsky, Charles Pinsky Furniture & Carpet Co., Chicago, Illinois.

Mr. Nathan Miller, Nathan Miller Furniture Co., Chicago, Illinois.

Mr. John H. Glover, Mandel Brothers, Chicago.

Mr. I. J. Voss, W. A. Wieboldt Co., Chicago.

Mr. Eddy, Boston Store, Chicago, Illinois.

Building and Roofing Plant

Mr. Peter Swigne, Mr. N. Randeau, and Mr. Lester A. Clark, Manchester, N. H.

Mr. Phileas Rochileau, Central Falls, R. I.

Mr. Owen Fernald, Pawtucket, R. I.

Chicago Plant

Mr. E. A. Miller, Miller Roofing Co., Elgin, Ill.

Mr. Charles Hicks, Valparaiso, Indiana.

BIRD
NEPONSET REVIEW

Vol. XVII. MAY 1929 No. 5

Published Monthly by the Employees of Bird & Son, inc.

MILLS: East Walpole and Norwood, Massachusetts; Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

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S. B. Montgomery B. D. Rogers

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Staff Artist J. E. Alcott
Photographer C. T. O'Connor
Circulation Manager A. S. Blaney

Printing Foreman, F. R. Meyer

THE SELLING QUALITY

IF I were asked to select one quality for salesmen to develop it would be "enthusiasm." The enthusiast floats over the rough spots of selling. He is self-hypnotized by his own proposition; thus armored he can whip the world.

We hear and read so much of scientific research, detailed analysis, careful planning and all the other important items contributing to that well worn word efficiency that I wonder if salesmen, sales managers, and perhaps dealers have forgotten that "enthusiasm" is the force which carries us on the top of the wave to real success.

The enthusiastic salesman has just one hobby—"his own proposition." He assumes a proprietary interest in every dealer, every dealer's salesman he comes in contact with, and for that matter, every competitive salesman, and implants in their minds the seeds which grow to a like enthusiasm for his proposition.

A dealer came to see us a short time ago. By the time he was through talking to me about BIRD ROOFS, his plans for expansion, his accomplishments, his ambitions for 1929, his ideas for pushing out in different directions for more and more business, I began to see the glittering possibilities for our line this year if only we could steam ourselves up to that dealer's pitch of enthusiasm. And why shouldn't we and more too?

What have we got? Maybe it is an old story but if it is a good one it is worth reading again and again. A story is good if it's got interest, not because it's new.

Well what have we got that should arouse our enthusiasm and sustain our enthusiasm? From the dealer's standpoint—

The most practical full line of roofing in the country.

An experienced sales force that can get business for dealers as well as from them.

Mills that are beautifully equipped for quality material.

A splendid list of the most substantial dealers in the country.

The respect of our competitors; the respect of the trade; confidence in each other; confidence in our dealers.

A progressive point of view regarding service, sales helps for dealers, the development of new products. For example, the new Thick Butt Shingles which may revolutionize the manufacture of asphalt shingles.

Quality unsurpassed, and we don't talk enough about quality.

Quality isn't just a word; it's a fact. The continuous production of quality goods is an art; it's something about which we can yell our heads off. It's an old story but a good one. It is our own story—not a story patterned after someone else; it is our own story because we were one of the earliest manufacturers in the country of quality roofing, and last, but not least, Bird & Son has a wonderful history of achievement.

Is 1929 going to be good? The Sales Force says YES. P. H. Bailey.

Mergers in the Box Board and Box Industry

WITHIN the past year or two several important mergers have taken place among the manufacturers of box board and boxes. The details of these combinations have been published in the financial and some trade papers, but in order that all our readers, and particularly those most interested in box board, solid and corrugated boxes, may know the relations we are giving the chief facts.

HINDE & DAUCHE PAPER CO., Sandusky, Ohio, have combined with the Kansas City Fibre Co., Kansas City, Mo., J. M. Rafael & Co., Baltimore, Md., Thompson & Norris, Brooklyn and Boston and the Standard Corrugated Box Co., St. Louis.

CONTAINER CORPORATION OF AMERICA, have combined with the Corrugated Paper Mills. They have established a new sheet plant in Bridgeport, Ct., and bought the Chicago Coated Board Mills Division of the Robert Gair Co.

ROBERT GAIR CO., have combined with the Warner & Child Co. of Medford, Mass., and the Interstate Corrugated Box Co., Brooklyn, New York.

THE KIECKHEFER CONTAINER CO., and the Eddy Paper Corp. combined nearly two years ago.

FIBRE BOARD PRODUCTS, INC., San Francisco, combined with The Federal Container Co., Philadelphia.

LONGVIEW FIBRE CO., Longview, Washington, combined with General Fibre Box Co.

Floor Covering Dealers' Supplement

BIRD Neponset Review

Results for the First Quarter 1929

ORDERS for the first quarter have not come in, in quite as large a volume as we had anticipated. This has, undoubtedly, been due partly to an accumulation of Drops in the hands of the retailers and jobbers bought earlier in the season, and also to unfavorable weather conditions.

Our sales in dollars and cents for the first quarter of 1929 were approximately 6% ahead of the same period in 1928. During the last three weeks orders have been coming in, in much better volume and there is every reason to anticipate satisfactory business for the balance of the spring season.

The Sales Contest which has been running in both the Eastern and Western Divisions between the "veteran" and "cub" salesmen has stirred up a great deal of enthusiasm and interest. The personal element in this Contest has given it a much greater appeal than any previous Contest. The results to date have been exceedingly close, and with only four weeks to go it is safe to assume that all of the men are very much on their toes.

We propose to add some new patterns in rugs and 8/4 for the fall season. Color reproductions of these new patterns will be ready for distribution about June 10.

1929 Dealer Helps Right on the Job

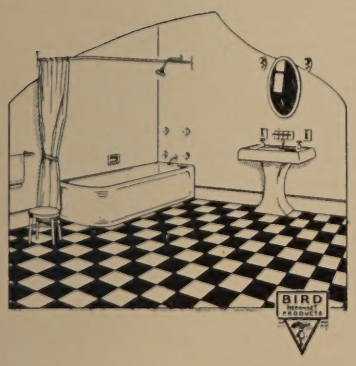
THE advertising appropriation of Bird & Son will be spent this year as in the past in such a way as to be of greatest value to the dealer.

With sufficient national advertising of an institutional nature to establish the name of Bird & Son as a thoroughly dependable organization with which to deal, the next step has been to maintain a variety of dealer helps to familiarize consumers throughout the country with the Bird Dealer in their community.

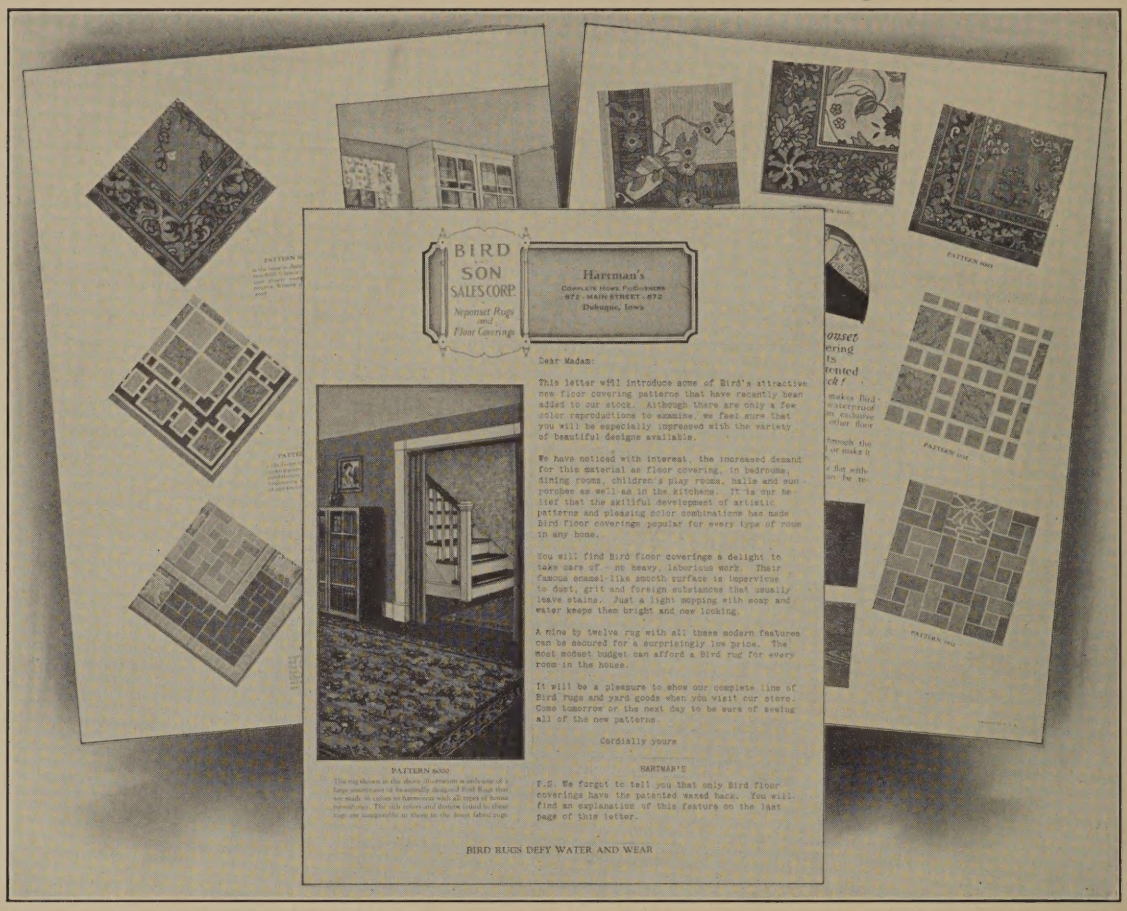
For this purpose Bird & Son offer their dealers newspaper mats or electros and suggested copy, four page, four color letterheads with the dealer's imprint, and also numerous items for arranging attractive window and departmental displays.

At the bottom of the page are three of the new illustrations for newspaper ads. Following pages show in more detail the consumer letters of which over a million have been ordered out so far this year. Photographs of actual window displays which our dealers have sent us suggest practical ways for displaying Bird Rugs and Floor Coverings with the help of window display material that is at the service of our dealers.

We hope you will avail yourself of this service. Only by working together will either of us achieve the maximum results.



Consumers' Letters for Dealers Use Proving Popular


BIRD
SON
SALES CORP.
Neponset Rugs
and
Floor Coverings
Hartman's
Dubuque, Iowa
Dear Madam:
This letter will introduce some of Bird's attractive new floor covering patterns that have recently been added to our stock. Although there are only a few color reproductions to examine, we feel sure that you will be especially impressed with the variety of beautiful designs available.
We have noticed with interest, the increased demand for this material as floor covering, in bedrooms, dining rooms, children's play rooms, halls and sun porches as well as in the kitchens. It is our belief that the skillful development of artistic patterns and pleasing color combinations has made Bird floor coverings popular for every type of room in any home.
You will find Bird floor coverings a delight to take care of - no heavy, laborious work. Their famous enamel-like smooth surface is impervious to dust, grit and foreign substances that usually leave stains. Just a light mopping with soap and water keeps them bright and new looking.
A nine by twelve rug with all these modern features can be secured for a surprisingly low price. The most modest budget can afford a Bird rug for every room in the house.
It will be a pleasure to show our complete line of Bird rugs and yard goods when you visit our store. Come tomorrow or the next day to be sure of seeing all of the new patterns.
Cordially yours
HARTMAN'S
P.S. We forgot to tell you that only Bird floor coverings have the patented waxed back. You will find an explanation of this feature on the last page of this letter.
PATTERN 6000
BIRD RUGS DEFY WATER AND WEAR

We Have Told Our Dealers These Sales Letters Are A Valuable Sales Help. Just For A Change Here's What Dealers Tell Us—

Ybor Furniture Co., Ybor City, Fla., say in a recent letter:—

SOMETIME ago you sent us 4000 illustrated folders and envelopes and we are enclosing a sample folder of how we sent these out to our trade. The letter is written in Spanish and if there is someone in your sales force that can read Spanish you will note that it deals only with Bird rugs, using your main talking points.

The results obtained by this letter were more than gratifying as we almost sold out of every rug.

We would like to go through this advertising again in the near future and we wonder if you would be willing to send us 4000 just like the last ones?"

L. C. Hamlin, Urbana, Ohio, wants some more letters and writes in:—

"Many thanks for the co-operation and hope it will result in added business as we found it did before when we used it."

One of our salesmen reports:

"Mr. Greenburg of the Chicago Rug & Carpet Co. is very well pleased with the returns he is getting on our consumer letters. Quite a few people have called up their store and ordered our rugs by pattern numbers."

MERCHANTS who have wanted to use the great power of direct-by-mail advertising have run up against the stone wall of cost, which for small quantities is prohibitive. By producing this letterhead in large quantities, we have brought the cost down—and offer it to merchants free.

We will go even farther—and relieve you of all work in connection with a direct-by-mail campaign. All you need to do is to send us a good mailing list. We will take care of everything—imprinting; envelopes; addressing; mailing—without charging you for anything except the cost of postage! What could be fairer?

"All Products" Display Brings Good Results

So says Mr. A. H. Webster of Groton, N. Y., in whose window this display appeared

Here's an interesting window and it tells a story quite apt to impress people with the size of Bird & Son and the variety of products they manufacture.

Mr. Webster feels that the display was worth while to him even though he does not stock all the items listed.

A. H. WEBSTER
LUMBER, COAL AND BUILDING SUPPLIES
BELL PHONE NO. 1

GROTON, N. Y. April 2, 1929.

Bird & Son Sales Corp.
East Walpole, Mass.
Gentlemen:

Under separate cover, we are pleased to forward you photo of Window Display recently installed in our Show Room by your Mr. McCann.

This Display includes samples of all Products manufactured by Bird & Son. We understand that this Display is rather an innovation with you, and we appreciate being the first dealer in Central New York presenting it.

For the past twelve years, we have successfully handled your Shingles, Roofing, Roof Coatings, and Special Building Papers, and last year we added your complete line of Floor Coverings to our offerings, believing that this too, would manifest a substantial growth, as has the rest of your line, and to date, it has gone beyond our expectations.

We believe that Good Window Displays are of inestimable value, and the present one has proven its worth in a marked sales increase.

Wishing you continued success, I am
Very truly yours,
A. H. Webster
A. H. WEBSTER LUMBER CO.

AHW/P

Here's a Different Kind of Display— But It Helped Sell More Bird Rugs

No—it's not a Beach Party, although that might be the first guess. The Bird Cut-outs shown above are in the picture because they are numbered among the best pieces done by a prominent lithographer

Dealer Reports 50% Increase In Business Due To Unusual Display

The Chelsea Chamber of Commerce Industrial Committee has had its attention called to the great interest shown by the people in the display of The Forbes Lithograph Mfg. Co. product in the window of Harry L. Saipe Furniture Co., 289 Broadway.

Mr. Saipe reports that during this week, his business has increased more than 50% occasioned by the number who were interested in viewing the display and then making inquiries in the store as to the cause of the display.

One window had a general merchandising appearance using Bird Floor Covering with a mystery faucet from which water was continuously flowing. The other window showed lithograph work used for window display purposes by such national manufacturers as Mennen's Shaving Cream, Edison Electric Illuminating Co., Miller Rubber Co., Colgate Company, Bird & Son and the U. S. Cartridge Co.

A check up indicated that the write up in the Chelsea Evening Record caused many people to make a special trip to see the display. It is particularly noted that in the many added sales there were people from Revere, Everett, Saugus and Winthrop. A photograph was taken of this exhibit yesterday and it required the service of a traffic officer to clear the street.

HERE ARE SOME ITEMS THAT PUT REAL SALES VALUE IN BIRD WINDOW DISPLAYS

MINIATURE HOUSE NEW 1929 DISPLAY

These posters are 14" x 22" and are used effectively in department display work as well as for window trim

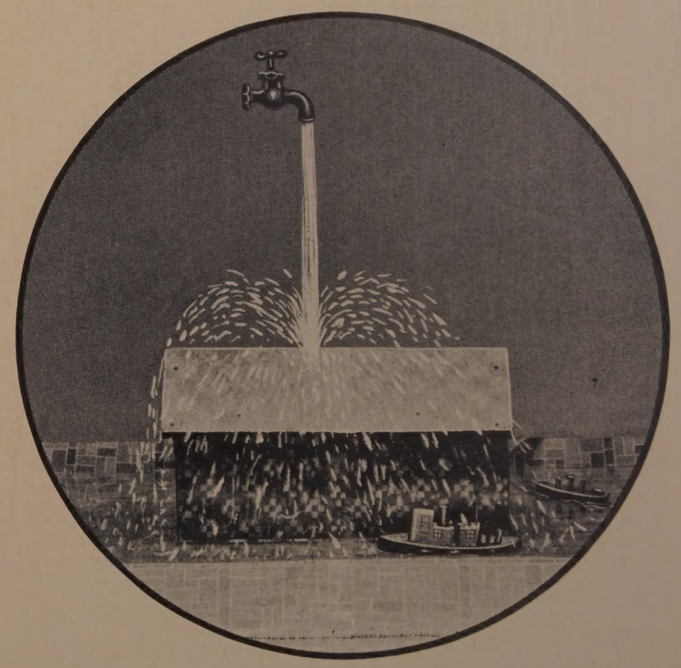
Flasher attracts attention to Bird Rugs used as Floor Covering

Attractively lithographed on heavy cardboard with a back support. They are mighty handy for supplementing more elaborate displays

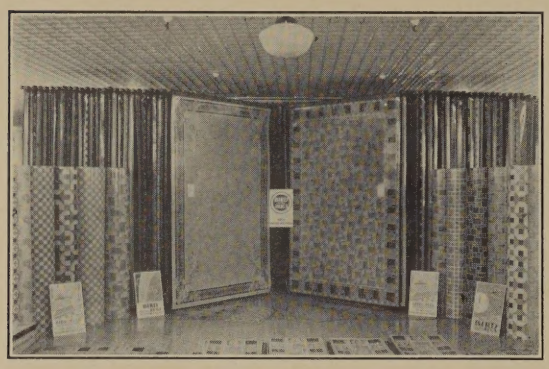
You can arrange with the Bird Salesman to have one of these Windmill Displays flash the Bird message to passersby

Here's a complete sales story that gets a lot of attention

When folks don't know just how it works a display gets maximum attention. Dealers who have used this one agree it is a winner



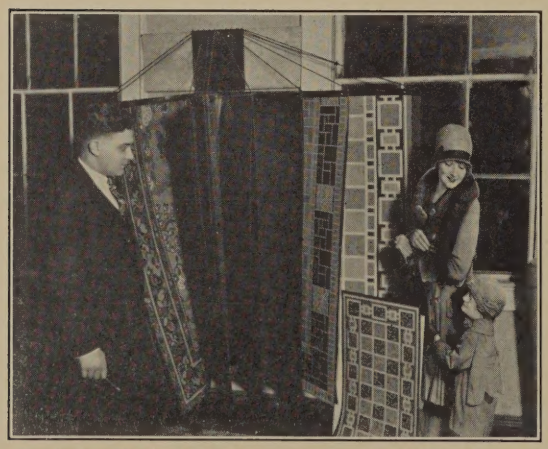
Interior Arrangements Play An Important Part In Floor Covering Sales



The Outlet Co. at Providence, R. I., has a particularly attractive section for Bird Rugs and Floor Coverings

Mr. W. W. Smith, formerly with Wise & Smith, Hartford, Conn., took over the rug and drapery department of W. M. Whitney & Company, Albany, New York, about six months ago. Since then he has been busy rearranging stock and changing the interior of the store for the better display of his rugs on platforms. This has greatly added to the appearance of the department and a special section is being given to the display of Bird material. Mr. Smith is very much pleased with the business he has done with the Bird Line in the short time he has had it. He has every reason to be congratulated on the splendid results achieved in his two departments.

Where space does not permit full size rug displays, the smaller rack for rug corners fills the bill



Rack for displaying rug corners in the modern store of J. C. McLean & Son Co., Somerville, Mass. Display racks for rug corners can be secured through Bird & Son at very nominal cost

Western Division Notes

Chicago

MR. HARRY HUNTON, JR. of the Davis Company, Chicago, complimented us by a visit recently and expressed himself as impressed by our complete equipment for prompt service. This especially interested him as he is a firm believer in turnover and he certainly is a master hand at this, for with the capable help of Joe and Morris and Max—he does a wonderful business on a small stock.

These four working so in harmony make one think of D'Artagnan and his three musketeers—Athos, Porthos and Aramis—May they sell lots of Bird material.

The O. W. Richardson & Company's Oak Park Store had a fine window display of our Magic Rug last week and Mr. Robert Tiffany expressed himself as much pleased with it.

The venture this firm has made in one of our finest suburbs is a complete success and the firm is to be commended for its good judgment and foresight in opening such a beautiful store.

The A. Leath Chain of 35 stores, Mr. P. G. Brown, buyer, is featuring the Bird Line exclusively in 1929 and is showing a splendid increase in sales to date.

The Hartman Furniture Company is expanding very rapidly. They feature Bird Rugs and Floor Coverings and are obtaining excellent results.

The Chicago Rug & Carpet Company are having a hard time these days keeping 1005 and 1006 on their 12/4 rack. They are having very good success with these two patterns and are giving us some nice repeat business. A customer at their store the other day was undecided on what pattern she liked so the dealer and Frank Smith pulled out about thirteen yards and the rest was easy.

Every day from two to three o'clock over broadcasting station WJAZ, "The Voice of Calumet," may be heard the following announcement:

"This program comes to you through the courtesy of the Bestever Carpet Company who will gladly show you the latest in carpets and floor coverings. They carry a full line of linoleums of all kinds and make a specialty of Bird Rugs and Yard Goods for the kitchen and every room in the house."

Mr. John Chivala, the proprietor of the Bestever Store has built up a nice business in Roseland, Illinois, a suburb of Chicago, through advertising and then giving the people quality merchandise to back up his advertising.

Herman, Louis, Harry and Alfred Miller, who have been operating exclusively floor covering stores at 63rd & Halsted and on West North Avenue in the city of Chicago, have recently opened up a third store at 75th & Cottage Grove.

(Continued from Page 6)

While they have demonstrated the business that can be done in an exclusively floor covering store in their location at 63rd & Halsted, they bid fair to do even better at their new location.

Mr. John Lesch, who for many years has been with Whitmer & Company of Chicago, has opened up a floor covering store on West 79th Street in Chicago under the name of the Auburn Park Linoleum Store. Mr. Lesch has had years of experience in laying linoleums and felt base coverings and out of his wide experience he has selected the Bird line for his feature item in his new store. Whenever the customer requests his store to do the laying he does his best to sell Bird's goods.

The Bird dealers in the South and Southwest will remember C. H. Mullen, who as sales manager for J. Kennard & Son of St. Louis was a great factor in demonstrating the superiority of the Bird line in that territory.

Mr. Mullen is now the soft rug buyer for Sears Roebuck & Company with offices in Chicago.

Mr. I. J. Voss, buyer for the three Wieboldt Department Stores in Chicago, looks for a big year in 1929. His sales of both soft rugs and hard surface floor coverings show a decided increase over 1928. He reports that the attractive Bird patterns in the 1929 line have done a great deal toward increasing his hard surface business.

Kinnear Stores—Ottumwa, Iowa

Mr. W. R. Dick, manager of the Kinnear Stores at Ottumwa, Iowa, recently reorganized his Bird Neponset Floor Covering Department. It is so arranged that one-half of the third floor of the store is devoted to the display and sale of Bird Rugs and yard goods.

Joe Bricka, buyer of rugs and floor coverings at L. Ginsberg & Sons of Des Moines, Iowa, is an ardent Bird dealer.

Bird Lining Felt is a popular item for many dealers. New members of the Bird Lining Felt family are—McCabe's of Rock Island, Illinois, A. H. Fowler Rug Cleaners of Davenport, Iowa, and Black's Dry Goods Co. Waterloo, Iowa.

Display by Butler Paper Co., Denver, Colorado

Michigan

DESPITE a lot of unnecessary weather, business in Michigan has been very good. The 1929 line has met with a great deal of favor, and such old accounts as Pine St. Furniture Company, Muskegon, Murphy & O'Hara, Saginaw, Young & Chaffee, Grand Rapids, Glasgow Brothers, Jackson, show a very good business for the first quarter.

The new Muskegon store of VanderSys & Company, Grand Rapids, after a successful opening, looks forward to a good year.

E. H. Clark Rug Company of Battle Creek have completely remodeled their store, arranging one of the most complete and attractive displays of rugs and floor coverings in the state.

The Lewis Furniture Company of Pontiac has been doing a remarkable business in Bird Rugs. Carrying but eight patterns this account has sold over half a car to date.

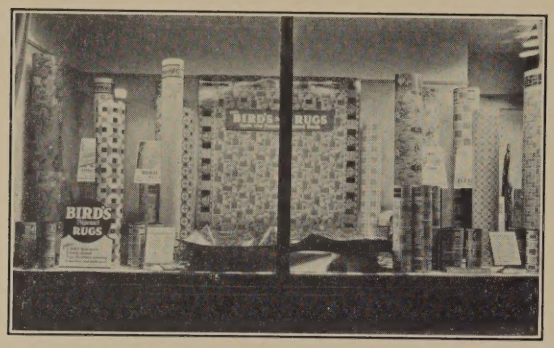
The Kobacker Furniture Company in Flint shows a splendid increase in sales of Bird material.

Wurzburg's of Grand Rapids, in the midst of their spring sale, report excellent volume on the Bird Line.

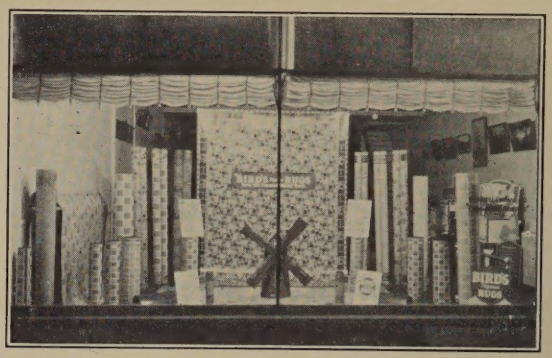
The Grand Rapids warehouse is being completely stocked, and will be in good condition to handle May business which has every indication of beating last year's record month.

Mr. Logan, of Glasgow Brothers, Jackson, is back at work after a long and severe illness.

The J. L. Hudson Company of Detroit, Michigan, in their new and beautiful store carry a complete line of Bird Floor Covering. "Quality means something" is their slogan.



Shartenberg & Robinson, Pawtucket, R. I., found this attractive window a good investment



Mitchell-Thomas Co., Plymouth, Mass., show here a mighty good-looking window with the wind-mill display to attract attention and the merchandise and 1929 posters to tell the rest of the story. It's a quality display

PAWTUCKET, R. I. NEW HAVEN, CONN. NEW YORK, 20 WEST 33RD ST.

SHARTENBERG & ROBINSON CO.

Pawtucket, R. I. April 13, 1929.

Bird & Son
East Walpole, Mass.

Attention Mr. E. R. Clark

Gentlemen:

Our Neponset Sale the week of April 1st was a big success in every way. The clear colorings and patterns, also, the cooperation of Mr. Bagley in setting our window display was a big factor in the success of our sale.

The two display rugs we cemented to the sidewalk, after one week of heavy traffic, you could hardly notice any surface worn off. That itself was a wonderful help during our sale.

We appreciate your cooperation in making this sale a big success.

Very truly yours,
SHARTENBERG & ROBINSON CO.

EP:GM

E. J. Parry

(Continued from Page 7)

Summerfelt & Hecht Furniture Company of Detroit, Mich. (one of the largest in the city), have sold out to Weil Furniture Company. Both are good Bird accounts.

On the 27th of April, Crowley Milner Company of Detroit, Michigan, celebrate their 20th Anniversary. This is a big day for Detroit shoppers and a busy one for Crowley Milner Company.

The occasion is celebrated with a mammoth sale, advertised in all local papers, street cars and over the radio. One daily paper will carry 24 full pages covering this Anniversary and sale.

Their 19th Anniversary was a big success and this year they plan an even bigger one.

In the floor covering department will be 20 salesmen and for the opening day, five factory representatives.

Mr. Brooks, the floor covering buyer, is a booster for Bird products.

Miniature House and Posters made a profitable window for J. C. McLean & Son Co., Somerville, Mass.

NATIONAL CONTAINER CORP., Long Island City, N. Y. This is a combination of four corrugated box manufacturers making both solid fibre and corrugated. The merger consists of the following companies: Columbia Corrugated Co., William Herman & Co., International Corr. Box Co., New York Corrugated Case Co.

O. B. ANDREWS CO., Chattanooga, Tennessee. This concern has established new plants during the last two years, taking over some smaller manufacturers in the following places: Cincinnati, Ohio, Atlanta, Georgia, and Houston, Texas.

CONTAINER CORPORATION OF AMERICA was formed over two years ago, and is made up of the following large companies: Chicago Mill & Lumber Co., Mid-West Box Co., Philadelphia Paper Mfg. Co. These three companies have seven or eight different plants.

HEALTH COLUMN

What is Fatigue?

FATIGUE has been called the universal occupational disease. It is common to every occupation, including housekeeping and it is even possible to be tired from loafing.

It is quite natural to feel tired after a hard day's work but we should not feel too tired to take an interest in some kind of healthful recreation during the evening. A night's rest should leave a person feeling fit each morning.

Here are some of the principal causes of fatigue:

1. Overwork.
2. Worry and hurry.
3. Insufficient rest and sleep.
4. Bad air.
5. Hunger.
6. Eyestrain.
7. Constipation and indigestion.
8. Insufficient outdoor exercise.
9. Onset of some infectious disease.

If fatigue is not plainly due to lack of rest or other obvious causes it is advisable to see the doctor. Perhaps only a simple adjustment in living habits may be necessary but a medical examination may prevent a severe illness.

—National Safety News.

Foot Comfort Depends on Proper Shoes

POORLY fitted shoes are among the out-standing causes of weak and painful feet. Many a woman says "My shoe fits like a glove," but rather than being glovelike, a shoe should be fitted for comfort and should allow for normal expansion, for circulation and for the work of the foot, says Dr. A. M. Rechtman in the May issue of *Hygeia*.

Shoes should be chosen to suit the occasion. One should select a sensible, comfortable shoe for work about the house and for walking. A shoe may be proper and still be neat and attractive. The inner border of the foot is straight and the inner border of the shoe should also be straight.

The fore part of the shoe should be sufficiently rounded so as not to crowd the toes. The shank of the shoe, that is, the narrow part of the sole that flares in, should be narrow to conform to the arch of the foot.

A shoe is of proper length when the great toe joint rests in the seat of the shoe, which is that part in front of the shank provided for the ball of the foot. The heel of the foot should rest in the heel of the shoe, which should present a broad, weight-bearing surface. The foot bearing weight is a size larger than when at rest and in fitting shoes this should be remembered. The stocking should not fit snugly, but should be sufficiently loose to allow freedom of motion and circulation.

LIBRARY NOTES

TRADE papers are a dependable source of information, and past issues are frequently referred to, particularly by our Research Department. It is essential that a complete file of each magazine for which we subscribe is available for a time at least, and it is impossible to have such a file unless each number is passed on promptly and returned to the library.

This year the following magazines have been added to our list: "Bureau of Standards Journal of Research," "Distribution Economist," "The Shoe Executive." The three magazines, "Factory," "Industrial Management," and "Manufacturing Industries" have been consolidated under the name "Factory and Industrial Management."

During the unseasonable weather of the month of April there was an increased demand for recreational books. Among the new fiction we could circulate were the following:

Sea Mystery	Crofts
Happy Mountain	Chapman
Hiker Joy	Connolly
Tide Rips	Connolly
Singing Gold	Cottrell
Rome Haul	Edmonds
Humdrum House	Gibbs
Darkened Rooms	Gibbs
China Venture	Graham
Blades	McCutcheon
Splendor	Williams
Robbery at Reedwick House	Whitechurch

For more serious reading:

John Brown's Body	Benet
American Poems	Bronson
Strange Interlude	O'Neil
Candle Days	Rawson
What Books Can Do for You	Bennett

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Clem*
Myrtle Mayshaw *Frank Johnson*

We welcome C. N. Draper, a new correspondent in the Building and Roofing Sales Department.

G. M. Armstrong, Building and Roofing salesman, was slightly injured in an automobile accident recently, but has fully recovered.

We are sorry to learn of the death of H. P. Morton's father.

Martha Clem was among the recent graduates from the Chandler Secretarial School in Boston.

Has anybody noticed the broad smile H. P. Morton is wearing? He has just returned from a very enjoyable honeymoon spent in Washington and Virginia.

Wes. Ahlgren is sporting a Jordan Coupe. Looks pretty good, Wes.! He claims lots for it, but we don't know,—they're still selling other cars,—for instance. . . .

Wes. Beaulieu is seen down back of the Hermitage noon times steering clear of coal piles, freight trains, etc. Yes,—he bought a Chevrolet and Jim Dowling says he's a very apt pupil.

We hear Mrs. Brown is turning her art toward stage production. How about it?

Gertrude Smith, Department AH, has had a slight operation on her nose but will probably be back with us before this issue of the Review is distributed.

Gladys Duncan reports a "good time was had by all" in New York over the 19th, and she ought to know!

Julia Clem, VN, was given a shower by her friends in the office on April 23. Included among the many gifts was a complete set of kitchen utensils finished in green.

S. P. Graves has appeared with a new Ford—a Tudor.

Elin Johnson, AP, enjoyed a trip over the road to New York the week-end of April 19th.

Quite a few of the CF girls attended the Bridge Party Guest Night and spent an enjoyable evening. Hannah Flavin, Ellen Flavin and Betty Lamore brought home prizes.

Mary Concannon has just returned from one week of her vacation which she spent on a bus tour through New York, Atlantic City, Baltimore and Washington.

Kay Dowling spent the week-end over the 19th of April with friends in Peabody.

Helen Curran and Margaret Owens went to South Weymouth to enjoy some of the "country air" over the holiday.

The department gave Bertha Kannally a shower in the girls' clubroom on the 17th of April. It was quite a surprise to Bert who finally overcame her emotion and enjoyed the Mock Marriage and opened many beautiful gifts for herself and her future home. Ice cream and cake were served by the committee.

A shower was also given to Freida Knaus of the Statistical Department who was married April 20. Freida received many beautiful gifts from her friends after being surprised at her home.

The equilibrium of the Bird Club was rather disturbed one night by an influx of Easter egg shells in quite a few of the beds. Some of the fellows complained of losing sleep, but Ernie Smith says they did not bother him.

Scouts for the Bird Club Baseball Team caused great excitement by the unearthing of an ambidextrous pitcher in the person of Ken Baxter. Ken is well remembered for his fine work in the fast Cape Cod League as a ticket seller.

We are waiting to see the new suits designed for the Baseball Team by Harley Lagerschult for this season. Almost anything is expected except "blue ribbons."

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *Maude E. Kaler* *John H. Maguire*

No one can tell us that John Maguire is on a diet! At the Brigade Safety meeting he was seen to cut into the line for two extra feeds of sandwiches and coffee.

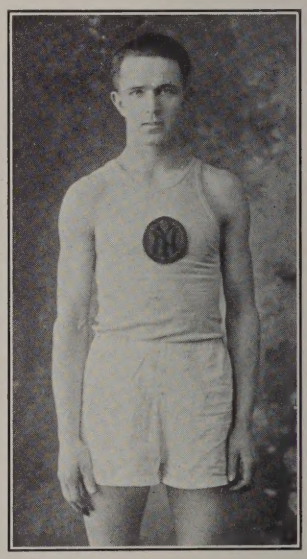
Lewis Keddy of No. 5 Machine has gone into the trucking business. He bought two Fords for $10.00.

Have you seen Harold Doderer in his new Chevrolet Roadster yet?

Joseph Knaus of No. 4 Machine recently bought two full-blooded fox hounds for his hunting trips. Good luck, Joe.

Tony Feeney, Frank Dackray and James Houlihan all went out fishing on April 15 at 4.30 a. m. The fish were still asleep (or frozen), and there was not even a bite.

People are beginning to wonder if James Geary has a half interest in the Walpole bus line, but no one has been able to prove anything either way, as yet.



Eino Heikkila, FXW, who won the Ten-Mile Cathedral Marathon on April 13

Edward Fitzgerald has purchased a lot of land, formerly owned by Tony Feeney, on the Medfield road. Some one suggests that Tony must have gone out of the gravel business

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Sulo Solomon is on a leave of absence, visiting his home in Finland.

Herbert Hinson has left Bird & Son and is now third mate on one of the United Fruit Company's boats plying between Boston and Jamaica. We wish him the best of luck.

"A thing of beauty is a joy forever"—so Arthur Eppich says as he sits behind the wheel of his new Essex Coupe.

Perhaps a few of the boys are still interested in "old country" soccer, and if there is any doubt in their minds as to who won the Scottish cup awarded recently in a game between the Rangers and Kilmarnock, they might ask Bob Hood, EMM. He will be only too glad to give them all the information they desire.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Several new arrivals are reported this month.

Angus McPherson Gibb, son of Henry Gibb, machine man, born March 31.

Dorothy Wynne, daughter of Thomas Wynne, painter, born April 2.

Stanley Homenick, son of Alexander Homenick, born March 28. Alec took a week off to celebrate as Stanley was his fifth or sixth. Some of the fellows are saying that they are glad Stanley wasn't twins or Alec might have had to stay out all summer.

Joseph DeCosta has returned to work after having been out thirteen days because of a strain incurred while unloading rags.

The four 3-A Bird Screens, pictured in the March Review, have been installed. This was done with practically no loss to production which we consider quite an accomplishment for our maintenance department and for the men who helped them.

Our Brigade Room has taken on the appearance of a real clubroom since the installation of the Radiola 60, which is duly appreciated.

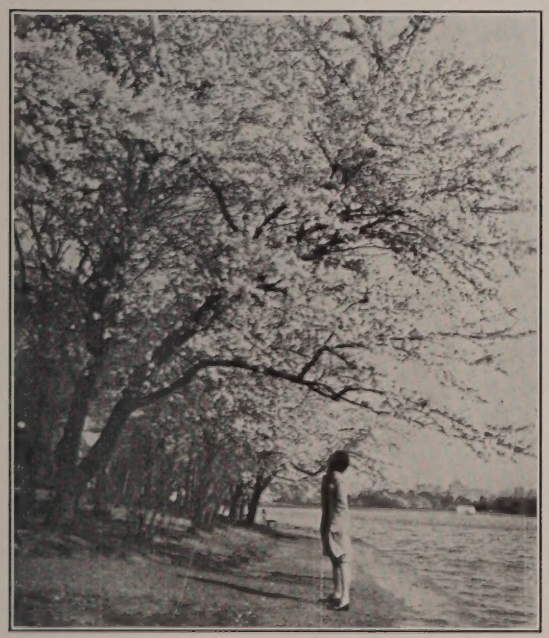
Although our long accident record was spoiled, we still have a few departments which we consider have done pretty good work. There have been no lost-time accidents in the engine room for 1135 calendar days. It has been 1127 days since there has been a lost-time accident in the machine room. The shipping room has 1546 days to their credit and the boiler room has gone 2214 days, over six years, without an accident.

John Rogers in DPH recently married Miss Mildred Morrissey of Providence.

Joseph Betencourt and Clarence Pierson have both recently bought houses on Brightridge Avenue in East Providence.

Probably by this time John Davis has started his spring planting. He usually is the first one to take advantage of the service vacation at which time he starts his garden going.

Talking of gardens reminds us that we have several gentlemen farmers in the cutter room. Charles Riley, John Barquist, Nathan Olch, Anthony Castro, and several others from the cutter room have taken to raising rabbits in their spare time. Fur coats ought to be rather cheap around this part of the country next year.



Cherry trees in full bloom at Washington, D. C.
Taken by Welthea N. Smith

Our Brigade Room cat has at last had kittens. No one has yet seen them but many have heard them and we are daily awaiting their coming out party.

Our Elimination of Waste Committee, headed by Herbert Chamberlain, is busy this month trying to find and eliminate any wastes which might be here at Phillipsdale. On this committee with him are:—

Leslie Howard, Clarence Pierson, Clifford Banks, Darrell Richardson, Clarence Frey, Edgar Vatcher, John Hall and Edward Roy.

Red Harrington recently took a day off and used it, we suppose, to pay his semi-annual visit to some fight arena. Red's brother being a fighter has made quite a fight fan out of Red and as a consequence he usually goes to one of these affairs at least once a year.

Charlie Anthony, one of our backtenders, has just received a check for $10 as a reward for a suggestion which will eliminate waste of gum strip used on the machine. This makes $50 which Charlie has received for accepted suggestions in the six months that he has been with us. Not too bad.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzber*

Department DMK celebrated the holiday with a chicken dinner served in the clubroom at noon on April 18 by Caterer Holman of Norwood. Henrietta Florest and Larry Doane provided the entertainment. The committee in charge consisted of Lillian Jostin, Helvi Lehtonen, and Mary Polobuska.

Ansini Nikituk has moved from East Walpole and now makes his home at 135 Cabot Street, Roxbury.

Kenneth Towle is the proud owner of a new Oakland Sport Roadster.

A sure sign that summer is almost here is that John Waltonen is now driving his car to work.

Ed Knaus is listed as one of the early trout fishermen. He has already reported one good catch.

Henry Dowdie and his wife, who have recently moved from East Walpole to Highview Street, Norwood, spent the holiday week-end in New Hampshire.

John Goonan has just bought a Ford of rather ancient vintage, but John says he gets there just the same.

William Urquhart has been keeping bachelor's quarters since the Mrs. went to the "old country."

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

We are glad to welcome Ralph Clifford to FBV and Eric Vallin to FBX.

Luigi Cicoloni has been transferred from FBY to FBX.

Antonio Lacivita has returned to work at FBE after his honeymoon trip.

We have at last discovered what Harry Bellew does before and after working hours. The fine muskrat he exhibited at FB recently is proof enough that he has become past master at hunting and trapping.

Matthew Phillips of FBB has moved from Washington Street to Press Avenue, Norwood. He has taken his newly purchased Chevrolet along with him.

Dick Stoddard of FBV has purchased one and a half acres of land on Oak Street, Walpole, and will commence to build shortly.

Somebody has informed us that Michael Sheehan of FBB

has started to raise canaries. Since birds of such a hue could never be called "Killarney nightingales" we are at a loss to explain the choice.

The favorite sport of Mario Tomassetti now is catching mice in his tool closet—much to the dismay and discomfort of his associates, Harry Bellew and Patrick Tracey.

Warren Manson of FBM has opened a chicken farm at his home on Medfield Road. Customers for fowl and strictly fresh eggs take notice.

We extend our sympathy to Arthur Duncan, FBM, in his recent bereavement.

Pat Maguire of No. 5 Machine, Paroid Mill, won't forget again soon to knock his pipe out before he boards the trolley to go home. A few nights ago he nearly put the car service between Norwood and East Walpole out of commission when his coat started to blaze up. Although modesty has prevented his coming forward to receive the reward, Jack Linnehan of the Main Mill, witnesses say, was the one who braved the flames and put the fire out.

Congratulations to the Shipping Department which, during March, 1929, broke all previous shipping records. A total of 10,970 tons left the plant in March, breaking the previous record of 10,947 tons in May, 1928.

Another successful Safety Concert was held in the FB Brigade Room on Tuesday, April 16, at 12.15 p. m. Music

The back seat driver in the sport model kiddie car is George Petitclair, 14-months old son of Joseph Petitclair, Chicago, who divines that George will graduate from West Point in 1952 and lead a world wide army of occupation to make the world safe for Neponset

was furnished by "Professor" Eppich and Harry Dresser drew some of his famous sketches. Safety talks were given by C. C. Cave and Superintendent E. L. Chamberlain.

George Dexter of Mansfield has recently become one of the FB office assistants.

One of the most attractive homes we have seen lately is the new bungalow of Teodori Michienzi on Bullard Street, Walpole.

Just a word of thanks to the management for the new foot bridge erected over the brook on the meadow north of FF. It is greatly appreciated by both FB and FF employees.

Walter Cyr has moved from his former home on Mylod Street to Pleasant Street.

We are all glad to hear that our friend "Doc" Watson is improving from his illness and will be back with us soon.

Pasquale Alberico is burning up the roads with his New Whippet Six Sport Roadster.

Oscar Saterdal of FBR says he is more than satisfied with his new Ford Sedan.

Perino Palazzi of FBV is the proud father of a baby boy, Joseph Eugene Palazzi, born recently.

Southern Division

Twenty-three men, including Bird & Son Roofing Salesmen, and buyers and salesmen from the Southern Hardware Company and the Watts Lumber Company of Charleston, and the Carolina Lumber Company from Huntington, held a banquet on April 5 at the Daniel Boone Hotel in Charleston, S. C.

After the dinner Mr. Carver of the Southern Hardware Company and Mr. Thompson of the Carolina Lumber Company gave short talks and then the main speaker of the evening, Mr. A. D. Kilham, Southern Sales Manager, was introduced. Of his talk B. L. Sears writes, "He spoke for an hour on the quality of Bird Products, demonstrating with samples of our different kinds of roofing. Before closing, he explained what salesmanship means and what a salesman of tomorrow must do to make good. It was a great talk. There were twenty-three present, and twenty-three left the banquet more sold on Bird's line than ever."

R. G. Brugh and A. D. Kilham recently spoke at a night meeting of C. A. Nash and Son salesmen in Norfolk.

J. H. VanHoy has recently opened some nice new accounts. It looks as though Florida is "coming back."

W. W. Ford is making a careful survey of South Carolina and it is his ambition to have a dealer and a girl in every town over 500 in population.

A. H. Brooker says his dealers are so well supplied with Bird's Roofs that he is going to take a day off pretty soon.

P. E. Vrooman is making a real success with Thick-Butt Shingles.

F. B. Ross and E. D. Haley expect more business as soon as their present cars now ordered are shipped.

A letter from Mr. Kilham received during the month at the main office states that in a recent shipment of roofing two Massachusetts cats were found in one of the cars, but, he writes, "no invoice was received." And from another source we learn that Ed Haley says that if any more cats are shipped in the cars it will be necessary to hire new "coons" to do the unloading. The two darkies who found the cats haven't been the same since. He suggests, if it is really necessary to make up weight in the cars, that the cats be omitted and a few good-looking girls substituted.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

The Auburn Park Post Office robbery, in which the entire out-going mail from the Chicago office was lost, certainly meant a lot of extra work for the force here. Letters had to be rewritten, reports made over, and duplicate copies of attachments for letters looked up. It is good to know, however, that the thieves were caught and will have to do a little time for the chance they took for the small amount of $1900.

"Ben" Cozzi is in the hospital from a bullet wound that was intended for a stranger standing beside him while he was waiting for a street car. Believe it or not. Our gunmen must be slipping or these were rank amateurs to have missed their mark with a machine gun.

Mr. Hird attended meetings at New York and East Walpole the latter part of March.

Before the month is over we will have hung up a new, all time record for shipping, and we congratulate the Shipping Department on their splendid achievement.

Joe Cozzi is taking lessons in operating the Reo car he just bought, so that he can drive it without saying "Giddap and Whoa-back."

John Sayles surprised us the other day by wearing a brand new pair of "cheaters." At first we thought the man at John's desk was a stranger. They are very becoming.

Mr. Wilson attended a Builders' Home Show at Muskegon, Mich., recently, where our dealer, the C. C. James Company, had an exhibit of Bird's Roofs.

We were sorry to hear of the death of Mr. Conrad Enberg, a former employee here, who passed away Friday, March 29.

John Matcha is spending a two weeks' vacation at home.

The final game of the Industrial League Bowling Season was played April 4, and while the Bird Team finished second from the bottom, they managed to win 25 games and $25.00 during the season.

Harry Brandau attended a Traffic Men's Convention at Washington recently.

Hervery Schreen has joined our organization and is doing some work for the Credit Department preparatory to taking up his duties at the down town Floor Covering Office.

"Scotty" Calder, who has had charge of the Sample Department for many years and is one of Bird's oldest Chicago Employees, has been confined to his home for the past few weeks due to illness. At the present time Joe Cozzi is taking care of his duties.

We are glad to welcome Miss Pauline Foster and Mr. Gordon Wikelund to the Bird Family. Miss Foster is now working in the Accounting Department and Mr. Wikelund is the new mail clerk.

A meeting of the Suggestion Committee was held Tuesday, April 9, and 18 suggestions were received for consideration. Four of these were accepted and several others held for further investigation. The next meeting will be held Wednesday, April 24.

Glen Hall, our salesman from Owosso, Mich., was a visitor at the plant on Tuesday, April 16.

On Sunday morning, May 5, one of the most important events of the season for Bird Employees will take place—the baseball game between the Office and Mill. No one will want to miss it and there will be many boosters there for both teams. Ray Shirley is in charge of arrangements.

FLOOR COVERING PLANT AND OFFICE
Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Tom Rogers *Leo Haggarty*

Philip Agnew, Chicago sales student, is at the Floor Covering Plant, attempting to learn something about the manufacture of floor covering.

Floor Covering welcomes A. B. Liddell to its Art Department as an assistant to Mr. Morang.

The Floor Covering office seems like a deserted village without Messrs. Lines, Graham, Reynolds and Bradley, who recently were transferred to the Research Department.

Mrs. Hildreth, formerly of FF Office, is now leading a quiet life at home, having left the employ of Bird & Son.

Francis Sheehan, FFF, is still talking about the Ford he is going to buy some time next January.

John Kiniry, PFL, is having great success with a flaming red moustache.

By the way, why does Evans always wear white gloves when driving his automobile? Can he be striving to become a "cop"?

It is being rumored about that the Floor Covering boys are becoming quite adept in the art of roller skating. They must be getting ready for another trip to Crescent Park. One roller skating party made up of Floor Covering men was held at Houghs Neck and another at Wollaston. Walter Sword, although quite "the" thing on roller skates, went out for a long "count" at one of the parties. It is also said that Patinsky and Winslow were way out in front on the floor sweeping contest.

Arthur Bent was blessed with a baby boy on March 23.

We understand Lester Evans is the adviser to the Dedham fire department in pyrotechnical matters.

Thomas Rogers is sporting a new Chevrolet Coach. Tommy says it is pretty speedy after the Ford.

Clarence Philips and Walter Sword, once proud owners of used cars, are now in the market for a car with the strength of a Mack truck and the speed of a racing car.

James Garner forgot to pick up Elton Hamilton one rainy morning. About one hour later Hamilton was seen headed for FFB with an axe in his hand. Both men are in good health today as a result of Garner's diplomacy.

Nelson Phillips, Adam Krusas and Andrew Ward are new men in FFP.

We wonder why George Dobler likes to go to Poughkeepsie so often? Can the Essex be the only reason?

A familiar sight in East Walpole: Leo Bernier walking up and down Pleasant Street singing that familiar song, "Oh where, Oh where has my little dog gone?"

The "Wax-Backed" boys accept with pleasure the invitation of their sisters to join them in the Civic pool. We did not know we had sisters, or they would long ago have been our guests rather than our hostesses. (See Neponset Review, Page 10, April, 1929.)

Tony Salomaa and Romolo Conti of FFR have received their full citizenship papers.

Edward Crockett is sporting a new Essex Sedan.

John Patinsky has also been seen behind the wheel of a new Essex Town Car.

Amos Wiljakainen now drives a new Plymouth Roadster and Paavo Jarvi owns a "new to him" Essex Coupe.

Chester Dryden, FFR, and Miss Claire Olive Proctor of Wellesley Hills were united in marriage on March 21 at Walpole.

Lauri Palonen participated in the B. A. A. marathon on April 19, finishing fifteen minutes better than his previous run in 1928.

Howard Ellis of FFR has announced his marriage to Miss Mabel McLean of Dedham. They were married on Saturday, April 13, at Norwood.

CHICAGO OFFICE

Ralph W. Duvall *Lillian Moe*

Tom, of the famous Creden brothers, rather suddenly underwent an operation for appendicitis on March 15 in Grand Rapids. The operation was very successful and he is already back on the job. He says he hated to leave the hospital due to the very pleasant surroundings, especially the nurses.

B. I. Hindmarsh, who assisted in covering the territory while Tom was laid up, was surprised to learn on his return to Grand Rapids after a trip through the eastern part of the state that Tom had spent hardly a week in the hospital when he decided it was time to take a stroll. Rather peculiarly a very good looking nurse accompanied him to the corner drug store. Since then we have no authentic information but we imagine other strolls have taken place.

Floor Covering Whozit

This Floor Covering Whozit with the blank face ought not to be a hard one for those who work near No. 3 Print Machine, because that is where these feet can be found most of the time. In fact, they are like the rugs that the gentleman who owns them makes—they cover most of the floor, with or without the roller-skate attachment!

Sam Creden down in New Orleans is becoming almost as famous as the Mardi Gras. He has already taken part in several theatricals and from what we hear was the hit of the shows.

We could say more about Tom Creden but refer you to the standing on the sales contest listed below.

Weekly Sales Contest Bulletin No. 6

Results of matches played during week of April 8:

Team A	vs.	Team B	Winner
W. F. Bagley		G. R. Groendyke	W. F. Bagley
W. K. Smith		F. W. Jakel	F. W. Jakel
F. P. Smith		S. R. Reid	S. R. Reid
R. W. Duvall		R. A. Kent	R. A. Kent
H. Hagenbuckle		T. H. Creden	H. Hagenbuckle
C. D. Knapp		C. L. Allen	C. D. Knapp
J. F. McEndy		S. G. Creden	J. F. McEndy
R. W. Keeler		R. S. Bickford	R. W. Keeler

Team standing for week of April 8:
Team A, 5 points. Team B, 3 points.
Cumulative team standing as of April 13:
Team A, 25 points. Team B, 23 points.
Cumulative individual standing as of April 13:

T. H. Creden	5	W. F. Bagley	3
J. F. McEndy	5	F. W. Jakel	3
R. A. Kent	5	S. R. Reid	3
C. D. Knapp	4	F. P. Smith	2
R. W. Keeler	4	R. S. Bickford	2
R. W. Duvall	3	C. L. Allen	1
S. G. Creden	3	W. K. Smith	1
H. Hagenbuckle	3	G. R. Groendyke	1

George Allert of the inside sales force spent the past two weeks up in North Dakota doing some special work for our jobber, The McHose Pardoe Company, at Fargo. He has lots to tell about the wide open spaces. See him on this. He reports, however, that no jack rabbits jumped through his windshield.

Alex Whitelaw now has competition on his "school-girl complexion" since George's sojourn in the Northwest.

New additions to the inside sales force are A. V. Ternus and P. L. Agnew. Mr. Agnew is down at the mill in Norwood keeping Harley Lageschult company and learning what he can about the manufacture of Bird floor covering.

New office at Floor Covering Plant. Seated at desks from front to back, Winston Prescott, Leo Bernier, Caroline Chapman, Edward Daley and Frank Smith

Mary Curran scared us all the other day when threatened with appendicitis, but her absence was of short duration and she is now back on the job.

George Groendyke came into town for Easter. He did not go to Canada, however.

The railroads show healthier business than any time since the war. They should pay Charlie Tyson handsomely for part of this condition both in passenger fare and carload freight. Think of any state between Ohio and Colorado and you will think of a state where he creates activity fortnightly.

While the official name was Sales Tournament, this spring's sales rally settled down into the original Nip and Tuck race and at this writing the ones who nipped the prizes and those that tuckered out are problematical. By the time this is read the results will be known and congratulations are hereby extended.

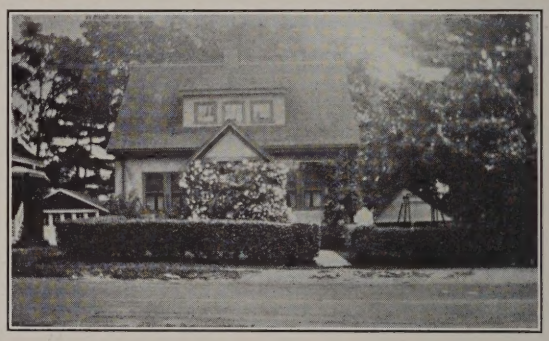
The loop stores report that Miss Moe is now sartorially perfect for the golf course—new duds from shoes up. No report was circulated as to clubs.

Herbert Schreen is learning the theory of credits under his brother, O. B. A humble reporter's fervent prayer is that he chooses to learn the more broadminded theories OK (ship-six accounts up to $800).

Miss Lester won a piece of period furniture at a bridge party recently and when she got home she had only a couple of commas. Where was the bridge, Marie?

Unconfirmed rumors are coming in about Chile Allen and one of the Southlands Apostles of Hospitality. We can get no enlightenment from the call reports nor have there been any unusual window displays but there must be one new account.

For Sale



The home of Hubert L. Smith, pictured above, including a two-car garage and an extra house lot. The stucco house has six rooms and bath, hot-water heat, electricity, and gas; a large living room with a fireplace, French doors connecting the living and dining rooms. Oak floors throughout. A gas range in the cellar.

All persons interested should apply to Mrs. Hubert L. Smith, 39 Oak Road, Norwood. Tel. Nor. 0047-M.

Acknowledgments

We wish to thank our friends at Bird & Son for their kind expressions of sympathy during our recent bereavement.

Frank Sutherland and family.

I wish to express my most sincere thanks to Bird & Son, inc. and friends in FB for their beautiful flowers and kind acts of sympathy during my recent bereavement.

Charles H. Seavey.

We gratefully acknowledge your kind expressions of sympathy.

Mr. and Mrs. Arthur Wise and family.

We wish to thank our friends and fellow workers for the beautiful flowers and the kind expressions of sympathy received during our recent bereavement.

Mr. and Mrs. Arthur Duncan and family.

March and April Accident Records Show Several Upsets

IT always happens that just when you feel that things are going exceedingly well something happens. So it is with this Safety business.

In last month's *Review* we pointed out what an excellent start had been made during the first three months of this year in accident reduction. Right away somebody got over-confident, careless or what you want to call it, and several absolutely unnecessary accidents occurred.

The fine no-accident records of Phillipsdale, No. 2 Box Shop and Chicago have ended—smashed by needless accidents.

Phillipsdale went from March 16, 1928 to March 29, 1929—over a year. Its no-accident run was finally laid low by a simple accident. A workman was prying a bale of rag stock from the second tier in a freight car and strained his abdominal muscles.

No. 2 Box Shop was likewise stopped by a strain after going ten months. Two men were lowering a heavy rotary die in place and one of them felt a slight pain in his side. That was in the early morning and he didn't tell his foreman until just before quitting time. Next day he felt too ill to come to work. The doctor reported a slight strain. Why didn't this employee report his injury immediately to his foreman? Perhaps his work directly following his hurt aggravated the condition which made it necessary for him to lose a couple of weeks. Never delay in reporting any injury, however small, to your foreman.

Chicago's fine no-accident record of eight months ended March 28. A workman stepped into a drum of hot asphalt while walking over drums in the Compound House. His right ankle and left wrist were badly burned. A clear case of an unnecessary accident as such walking on drums is strictly forbidden and a notice to that effect was posted near by.

The Floor Covering Plant now moves up and stands second in our 1929 Inter-departmental Safety Contest. Be on your guard, FF, and don't lose your standing by similar accidents.

The Norwood Building and Roofing Plant continues to head the list and now has gone over eighteen months without a lost-timer. Ask anyone in that division how such a no-accident record has been possible and he will reply, "Individual responsibility—each workman taking care that HE does not cause the accident that ends the record."

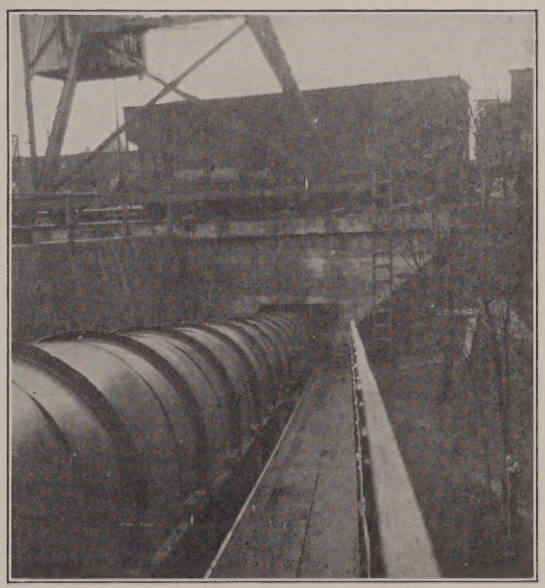
Don't look to the other fellow for a fine Safety record in your department. It is up to you personally to watch out for yourself and your fellow workman. Each and every man has his responsibility in this accident prevention business. The accidents that we are "dead set" against are those directly due to carelessness—didn't think—too minor to report—didn't want to bother the foreman about. Do you want to be known as a careless workman or a Safety slacker? If not—practice safety at all times.

BE CAREFUL TODAY

NEW COAL CONVEYOR

BIRD & SON recently made another advance toward more efficient machine methods by the addition of a coal conveyor belt to carry coal from the cars to the bunkers in the boiler room.

This belt, which was installed about the first of April, is of very simple operation, but much more effective than the old system with the crane. With the new method, the coal cars are left on the siding by the railroad company and as they are needed are brought to the conveyor belt by an electric car-puller. When the car is in the proper position, the hoppers are opened and the coal falls into a chute. An automatic arrangement in this chute feeds the coal evenly onto the 100-foot continuous belt, made of rubber composition, which runs from the chute to the crusher. A bucket elevator carries the coal from the crusher to a second conveyor belt which feeds into the coal bunker in the boiler room. The new belt has an unloading capacity of 60 tons an hour, and as each freight car holds fifty tons, a complete car can be unloaded in about three-quarters of an hour. The furnaces when running to capacity burn between 200 and 250 tons of coal a day, or about 9 or 10 tons an hour. Thus, the conveyor can easily supply more than the necessary amount of coal under ordinary circumstances.



The new conveyor system for coal. The coal is dumped from the car on the siding and falls directly into a chute which feeds onto the belt. The belt itself is inclosed in the 100-foot iron pipe shown in the picture

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during May:

			Yrs.
John H. Smith	5–14–1878	Maintenance	51
Annie Murphy	5– 1–1886	Box Shop	43
Annette Blaney	5–17–1897	Librarian	32
Albert Erickson	5– 1–1899	Floor Covering	30
Harry L. Tower	5–12–1901	Box Shop	28
John Kirby	5–16–1903	Finishing Mill	26
Michael J. Mohan	5– 7–1907	Roofing Mill	22
Patrick Reardon	5– 7–1907	Roofing Mill	22
Paul Krucas	5–20–1907	Roofing Mill	22
Albion Gottberg	5–16–1908	Maintenance	21
Herman Naukheim	5– 1–1909	Floor Covering	20
Frank R. Meyer	5–24–1909	Box Shop	20
Elmer Jordan	5–25–1909	Roofing Mill	20
Charles Rosetsky	5– 1–1919	Paper Mill	10
Joe Wasalunis	5– 2–1919	Box Shop	10
Stanley Palleiko	5–20–1919	Box Shop	10
Jos. Truskowski	5–21–1919	Box Shop	10
Freida Knaus	5– 1–1924	Office	5
Flora MacDonald	5– 1–1924	Office	5
Anna Mahoney	5– 1–1924	Office	5
Nellie Patinsky	5– 1–1924	Office	5
Mary Stone	5– 1–1924	Office	5
Antonia Dornig	5– 1–1924	Office	5
Elizabeth Lamore	5– 5–1924	Office	5
John R. Bache	5– 5–1924	Maintenance	5
Coleman Foley	5– 5–1924	Roofing Mill	5
Elsie Connolly	5–15–1924	Office	5
Melvin White	5–16–1924	Box Shop	5
John Patinsky	5–17–1924	Floor Covering	5
	PHILLIPSDALE		
Manuel Oliver	5–16–1924		5
Josi Ferriera	5–19–1924		5
	CHICAGO		
William Eby	5–29–1919	Roofing Division	10
Harry Jansen	5–26–1924	Roofing Division	10

INTERDEPARTMENTAL BASEBALL

FOR the first time since 1923 Bird & Son is to have an interdepartmental league in baseball. This was decided at a meeting held near the last of the month of April.

Six teams are to be formed as follows: Norwood Plants, Main Office, Box Shops, Main Mill, Maintenance, and Bird Club. The team from the Norwood plants will include men from both Building and Roofing and Floor Covering mills. No schedule for the league has yet been posted, but one will be made up within the next week or two and it is expected now that the first game will be on Monday May 6. Since there are six teams in the league there will be three games each week, or one for each team.

Considerable interest is being shown in the revival of these interdepartmental contests and an interesting season is expected. This Twilight League will not take the place of a regular team to represent Bird & Son, although this team has not yet been organized, and members of Bird & Son's regular team will not be barred from playing in the interdepartmental games.

A definite schedule will be announced in next month's *Review*.

GIRLS' TENNIS CLUB

AT a meeting held April 17, about thirty girls attended and voted to form a tennis club to be called the Bird & Son Girls' Tennis Club, and to differ from last year's club in that only girls who are working for Bird & Son will be permitted to join.

Monthly dues of twenty-five cents were decided upon, to start a fund so that some sort of party might be held at the close of the season. No tournament schedule has yet been drawn up, since it is not definitely known when the courts will open, but a schedule will probably be announced in our next issue.

Annual Bowling Banquet of Men's League. Held at Holman Hall on April 6.

BIRD NEPONSET PRODUCTS

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating
Bird's Insulating Board

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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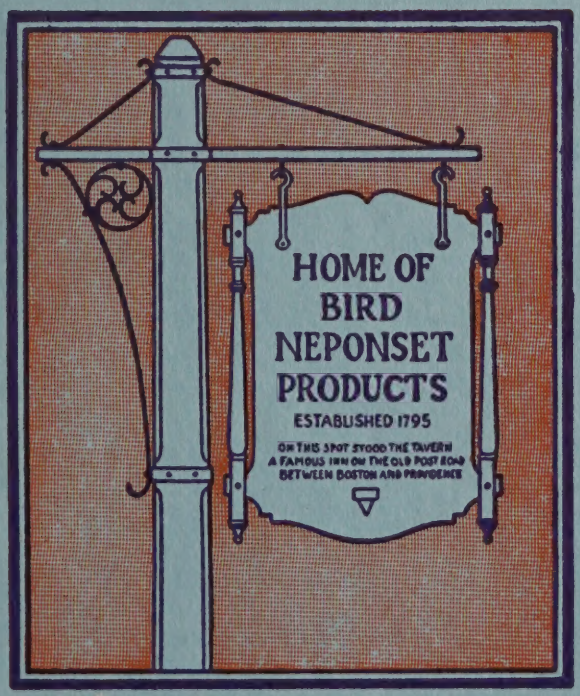
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG U S
MARK
PAT OFF
WATER PROOF

BIRD'S Neponset REVIEW

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XVII NO. 6 JUNE 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Special Paper Sales

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

Warehouses

BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, TULSA

BIRD'S NEPONSET REVIEW

Vol. XVII *June 1929* No. 6

BIRD DEPARTMENTAL LEAGUE OPENS

Six Teams Arrange Schedule Lasting Through July

AT exactly six o'clock on the evening of May 6 Mr. G. R Wyman stepped into the pitcher's box at the Athletic Field and pitched the first ball opening the newly-formed Departmental Baseball League. Mr. P. R. Allen was at the plate, and hit the ball out to left field.

With these ceremonies the first Departmental League to be formed at Bird & Son since 1923 was started. The opening game was played between the Maintenance and the Office teams, and resulted in a 10 to 5 victory for the Maintenance nine. Six teams comprise the league. Besides the two which participated in the opening game there are these four others: Norwood, including men from both the Building and Roofing and the Floor Covering plants; No. 1 Box Shop, Main Mill, and the Bird Club.

According to the present schedule, three games are being played each week, making one game for each team. Games are scheduled for the first three nights in the week, and are not played later unless weather requires that they be postponed.

Seventy-two uniforms have been purchased, permitting each team to have twelve players in uniform. Different colored socks distinguish the teams, "first prize" in this respect going to the Norwood team whose socks are brilliant green. Caps and trousers were generously furnished in all sizes, the only difficulty being that in the distribution of outfits, all of the players and all of the uniforms did not match up exactly. The blame for misfits, if there is any blame, lies not with the uniforms which were of normal size, but with the players (legs or heads) which were "oversize."

Box Shop Baseball Team—Back row: Marshall Lee, Ralph Martin, Russell Tupper, Ralph Watson, Eino Heikkila, Howard White, Everett Readel, Patrick Sylvester. Front row: William Fitzgerald, Garrett Barry, Howard Lewis, Francis Donlon, John Locke, Richard Sprague

Much interest is being shown by all the teams in the League, and while the season is still too early to say much about the qualities of any one team, some interesting and excellent games have already been played.

The standing of the teams and the averages through May 25th are printed on page 16.

WASTE ELIMINATION MONTH INCREASES SUGGESTIONS

THE GENERAL ELECTRIC COMPANY awarded $62,381 to 5627 of its employees during 1928 for their suggestions tending to improve working conditions or increase the efficiency of the company's operations. During the year 18,077 suggestions were offered, an increase of 3000 over the previous year, and more than 32% were accepted.

"The largest award was $1200, given to an employee in the Schenectady works for his suggestion of means of improving the manufacture of General Electric refrigerators."

The above appeared as a news item in one of the Boston papers and is of particular interest because it shows what really large concerns are

Maintenance Team—Standing: Everett Rockwood, Maurice Tarr, Joseph Eppich, Arthur Eppich, Fred Vietze, Herman Barker, Julian Smith. Front row: William Gokey, Charles Rafuse, John Concannon

doing along this line. The same news item for Bird & Son, inc., would be as follows:

"Bird & Son, inc. awarded $1,820 to 130 of its employees during 1928 for their suggestions tending to improve working conditions or increase the efficiency of the company's operations. During the year 718 suggestions were offered, a decrease of 192 over the previous year, and more than 32% were accepted.

"The largest award was $130, given to an employee in No. 2 Box Shop for his suggestion on means of improving the production of the Flower Pot Waxer."

We are proud of everything that we have to report except the decrease in the number of suggestions submitted. The number of suggestors was exactly the same for the two years, and naturally the number accepted was somewhat lower in 1928, but the percentage was higher. Why should there have been a decrease? Of course, no one can tell, and probably nothing would be gained if one could. What we can do is make every effort to improve our record this year and, without making any actual comparison, we believe that we have made an excellent start.

On account of the Waste Elimination Campaign in April there were more suggestions than usual received in May, and it was necessary to hold two meetings. At the meeting held on May 1, the following were accepted:

Class 2:

Harder brass for female dies	Martin Lambine, EMM
Trolley for hoisting rolls at FXCM2	Charles Mutch, FXC
Tags for roll goods	R. H. Simmons, FBP
Dirt through on rag cutter conveyor	Felix Thompson, DMC

Class 3:

Ratchet on drive shaft of wetting roll	Clifford Banks, DPP
Knife on bottom pulling roll on FBPM7	Paul DeLaiarro, FBP
Push button on top floor of Kettle House	Thomas DePlagato, FBB
Extension on hoist boards	Thomas Finn, FXR
Protect door at No. 5 platform	Peter Folan, DMT
Protection on economizer	Albert French, DPR
Still for distilled water	Thomas Horridge, DPM
Separate switches in Tractor House	James Houlihan, DMT
Reduction in use of rags	James Houlihan, DMT
Protect stairway at FBX	John Howard, FBX
Cover over strainer on oil straining tank	Lewis Jennings, DPE
Rack for cylinder gauge sticks	D. A. Jones, DMP
Protect blank press knife	John Julianette, FXB
Relocate small emery wheel in EMM	Martin Lambine, EMM
Speed drill in EMM	Martin Lambine, EMM
Stand for paper	Albert Lamminen, FXF
Trolley in DPE	Everett Macomber, DPR
Asbestos around steam expansion joint near FXRM25	
Rack for rollers	Arsene Marchand, FXR
Stand for kraft strip on FXCM2	Charles Mutch, FXC
Floor under hanger for FBPM1	R. H. Simmons, FBP
Hole in gear guard on shingle machine	Henry Smith, FBM
Doing away with jacket on varnishing machine at FFD	Michael Sylvester, FBP
Air hose at cutter	Felix Thompson, DMC
Change speed control on reeves drive	Frank Valentine, DPR

Norwood Plants Team—Standing, left to right: John Patinsky, William Murphy, Frank Clem, Charles Savage, Walter Murphy, John Conroy. Kneeling: Ralph Kemp, Henry Smith, Raymond Call, George Lane, John Eppich, Walter Cambo, Chester Dryden, Richard Stoddard

Paper waste baskets in FXG	John H. Walsh, FXG
Improved jaws for rest on lathe	John White, FBM
Platform for loading compound	Albert Whitmore, FBV
Faucet for spindle oil drum	John Wosner, FBP

This put Charles Mutch, FXC, in a position to win the first check of Ten Dollars for five accepted suggestions.

At the special meeting held on May 15, the following suggestions were accepted:

Class 2:

Changes on No. 7 winder	D. A. Jones, DMP
Ship DP wraps loose	Giralamo Rignanese, DVF
Change cut-outs on FBPM1 shingle dies	R. H. Simmons, FBP

Class 3:

Chain to hold beater plug	Charles Anthony, DPP
Improve bell signal system	Clifford Banks, DPP
Second hand rake handles	Stephen Barron, DMB
Bar for straightening paper on kidder press	John Clancy, FXB
Catch basin at DF	Peter Folan, DMT
Calender roll ductor on DMPM5	Vincent Grudinsky, DMP
Additional control in front of FXGM6	Edward Heaver, FXG
Guide for FXGM34	George Holland, FXG
Dye test samples	R. E. Johnson, PML
Pipe in size storage tanks	John Kacinaskas, DMB
Machine reamers	Jesse B. King, EMM
Grating at DMPM2 outside chest	Mytro Korbut, DMW

Bird Club Team—Back row: John Bradley, George Dobler, Harold Murley, Winston Prescott, Arthur LeBlanc. Front row: Thomas Wright, Harley Lageschult, Ernest Smith, Eustace Merrill, John Donovan

Alemite plugs on ash car	George Lynch, ERB
Iron plate on FBPM6 dry felt shaft	John Mattson, FBM
Guide on handle of winder arbor FBPM1	John Mattson, FBM
Double rope on window in men's toilet, FX1	John McDonald, DMT
Rubber wipers on calender rolls	Clarence McGlashing, DMP
Hand wheels or wing nuts on calender lever screws	Clarence McGlashing, DMP
Deflector under hole at DMPM5 broke beater	F. W. Nyborn, PML
Extension board for finishers	Frank O'Neil, FXR
Short ends of pipe threaded for nipples	E. C. Rafuse, SM
Babbiting arbor for thrust bearing on white water pump	John Rasch, EMM
Inspection table	Darrell Richardson, DPJ
Foot lever at creasing section	Edgar Ross, FXC
Shelf under windows in No. 5 Machine Room	Peter Rucstalis, DMP

Main Office Team—Back row: Howard Whitney, Arthur Mellin, Dwight Colburn, Ambrose Fitzpatrick, Sidney Stather. Front row: Albert Smith, Joseph Erker, Raymond Young, Frank Eisenhaur, Edgar Tarr

Improvement for pick-up table	R. H. Simmons, FBP
Cover for gutter	Carl Smith, DMB
Make stools stationary	James E. Soward, DFP
Separate switch for clock light	James Trenholm, DMP
Switch for lights at DM22	Tony Yuhaskey, DMT

After this meeting R. H. Simmons, FBP, had earned Ten Dollars for five accepted suggestions.

COAL FOR NEXT WINTER

THE owl proverbally is a wise bird. Yet many Bird workers can be equally wise by following the advice of an ex-Bird worker, Paul Breen, of the Beaver Coal and Grain Company. He says, "I can't emphasize too much the importance of ordering your winter supply of coal now. A higher quality coal can be delivered to you at this time, you make a splendid saving in the price, and your Credit Union will help you make it easy to pay.

"Anyone working for Bird & Son may use the service which the company provides and order his coal direct from the Credit Union. For further information see Al Smith at the Credit Union."

Main Mill Team—Standing: Edward Knaus, Frank MacDonald, Leonard Lombardi, Patrick O'Donnell. Kneeling: David Bowles, Frederick Jonah, John DeCosta, Anthony Feeney, William Geary

MRS. CHARLES S. BIRD MAIN SPEAKER AT OLD TIMERS' BANQUET

Over Six Hundred Attend Annual Get-Together

SIX hundred members and guests of the Old Timers' Club attended the annual banquet held on May 7 on the top floor of the new Engineering Building. The large hall was attractively decorated for the occasion which opened with the excellent turkey dinner served by Holman of Norwood.

The President of the Club, P. R. Allen, called the business meeting to order, and the reading of the minutes of the last meeting was waived. Mr. Allen read the names of the four Old Timers who had died since a year ago—William Landy, John Hennessey, Fred I. Plaisted and William H. Boyden, Jr.—and the gathering stood for a moment in memory of these four.

Old Timers' Club Banquet, May 7, 1929

Election of officers and associate members was the next order of business. John R. Macomber, George C. Lee and George D. Dutton, Directors of Bird & Son, and James Miller, Jr., who was first connected with us, were elected to associate membership, and the election of officers resulted in the following slate for 1929: President, James E. Smith; Vice-President, James H. Kivlin; Secretary, Alice E. Field; Directors for one year, Frank W. Fisher and Henri E. Davenport.

Three special guests who brought greetings from their offices were Frederick H. Hird, 1910, from Chicago, William R. McNeil from Montreal, and H. W. Bevan from Sydney, Australia.

As an introduction to the speeches of the evening Mr. Allen paid a brief but fine tribute to Mr. Charles Sumner Bird, well remembered by so many of the Old Timers. He said, in part, "No man put in more hours of work, more ounces of energy, more of himself than he (Mr. Bird) did. . . . Though many here tonight worked with the devotion and enthusiasm that men will always work for a great leader, it was Mr. Bird's vision, courage and enthusiasm that carried us on to bigger and bigger developments. In 1918 it was decided to incorporate. . . . To change a 'one-man' business into a corporation was not easy—but it was necessary. No one knows as I do how hard it was for Mr. Bird to divide the authority among others, which he for so many years had carried alone. I have always called this period a change from a benevolent despot to a benevolent President, for if there ever was a benevolent despot in business it was Mr. Bird; a despot in decision and carrying out his ideas; benevolent in all of his human qualities of mind and soul and understanding.

'Mr. Bird used to say that if we once forget the high ideals of honesty and fair play in our dealings with each other and our customers, we can never hope to succeed—that the full success of any business largely depends upon the degree of understanding and co-operation of every individual—that the most permanent satisfaction of any man in life is to put the best that is in him into his day's work.

"Can we 'Old Timers,' assembled here tonight, pay any greater tribute to Mr. Bird than to pledge ourselves again to keep to the high ideals he exemplified and taught, and pass them on to all who are with us and will follow us."

"Tonight," Mr. Allen continued, "we are going to bestow 'honorary degrees' upon some of the oldest Old Timers and Officials of Bird & Son." He then called the roll, telling a little about each person, and as his name was called each member stood and responded briefly. Those who were called upon were as follows: John H. Smith, 1878; John M. Smith, 1879; Thomas P. Maguire, 1880; Maurice A'Hearn, 1881; John H. Maguire, 1882; James J. Geary, 1883; Elmer H. Bartlett, Vice-

President, 1885; Richard C. McCabe, 1885; James E. Smith, 1885; Fannie Murphy, 1886; Aaron Rhodes, 1887; George R. Wyman, Vice-President, 1887; H. H. Miller, Treasurer, 1902; Mary Friary, 1887; Rose Friary, 1888; August Hildebrandt, 1889. The last three members were not present at the banquet, but their names were read as worthy of especial mention for long service.

Mr. Charles S. Bird, Jr., one of our Directors, in his talk, defined "Old Timers" and pointed out how necessary they are in any phase of life. They are the safe and sane workers who take the ideas of youth, accepting what is good and rejecting what is bad. He said, "Through the ages of human progress Old Timers have been the constructive force in success. The New Timers have added vision, imagination and new ideas and ways, but the Old Timers have had their hands on the throttle and kept the engine on the track. . . . Many of the enterprises of fifty years ago have passed out of the picture—some due to the inflexibility of the Old Timers and some to the lack of judgment of the New Timers who have failed to develop the steadiness which comes through fighting and winning the battles in hard times. So here's to the New Timers! May they flourish some day as Old Timers! May they carry forward and leave after them the traditions of success!"

The main speaker of the evening was Mrs. Charles Sumner Bird, honorary member of the Old Timers' Club. With her usual fine power of speech she told of her long association with the Bird family and of her intimate knowledge of Mr. Charles S. Bird and his successful struggle in bringing the Bird plants to their present state of prosperity.

She said, in part: "I am pleased to be here. I gratefully acknowledge your courtesy in asking me to be a member of this institution, and also to say a few words to you tonight.

"In this inner circle of men who have given so many years to the welfare and progress of the Bird & Son mills are the linking memories of the associates who have come and gone, and still remain, and as we gather here they bring tender feelings and fond recollections of the cares and troubles we have shared and overcome. So many years have I lived closely to the mill, every beating of its pulse affecting me; often with anxiety, though not for long, for I had a firm faith in our Captain who allowed no misgivings to weaken him, who would not yield, nor make a truce. I am sure there is no one connected with this place who is more interested, or feels more deeply, all that affects in any way the life here.

"If I had time I would like to bring to your vision the good men who were here and rallied to the strenuous demands necessary, if we were to take our place in the new industrial world, comprehending, as many did not, the difficulties and urgency of the many problems created by the new

Sales Meet-Up in Summer of 1908
W. R. McNeil and F. H. Hird can be seen standing in the center of the picture. H. H. Miller, Treasurer, is seated facing the camera

conditions of the day. Among them were Clinton Bagley, Phineas Colburn, George Park, George Lewis, the Smiths, the Cashens, the Landys, the Gearys, the Crowleys, the Maguires and the Murphys. And dear old Bill Johnson, who came running to our house one morning, almost out of breath, in his working clothes, no hat on, to say to me that he was anxious about Charley. 'He is doing too much; he is going at it too fast; no man can stand it. He works everywhere and at anything. You ought to make him let up.' He was so earnest that he stands vividly before me now just as he looked and spoke."

She then told of the family from which Mr. Bird came—especially of Mr. F. W. Bird who was so famous for his political and social work during the Civil War. She told briefly of how she first met Mr. Charles Bird, and then continued: "Mr. Bird's intention was to study law and go to some large city to practice, but fate ordered otherwise. He realized the conditions at home, the need at the mill, and immediately upon graduation (from Harvard) took up the work, knuckled down and went into it mind, body and soul. He met with many perplexing obstacles—most discouraging situations. Most young men would have thought it hopeless and sought a brighter outlook, but not so with Charles Sumner Bird. As he said to me—'It is a task, a gigantic one. So much the better. It means a grinding, intensive, self-abnegating life for some years, but if in ten years I am not

successful and have this mill free from debt and making money, I'll cut my devilish throat.' I was mighty glad to help him. It cost a great deal. It has been worth it all. For many years we kept our noses to the grindstone. The times were hard. There was a great business depression all over the country those first years. Money was needed. Money came hard. The mills were run down; the machinery not up to date; but we never lost heart. Luxuries must not be thought of; little rest; pleasures only in ourselves. Many times at midnight, and after, have I heard the call 'Charley! Charley!' Then the jumping to open the window to hear that the old engine, or something had broken down and he must come at once, and the last of Charley for hours, or a day.

"He loved his friends and loved to be with them, but had to sacrifice many enjoyable times with them for what he thought his duty. His first ambition was to get the mills in condition so that he might have three shifts for the men, instead of the customary two, for he felt that situation intolerable and he made every sacrifice of himself to accomplish it.

"We had many interesting and merry times trying to invent uses for his paper, and the smells we made in our kitchen trying to reach perfection in the waterproofing of paper, were sometimes alarming. One night we had to open all the doors and windows in the house, although it was zero weather. We had to leave it to experts after all.

"When he became confined to his room at the beginning of his last illness he felt that it was not possible that he had come to the end of his labors, for there seemed so much work still to be done. Only a few days before he died did he seem to have any hopeless feelings as to his illness and then I asked him what was his faith. His reply was very much like one gone before, "I tread the common road into the darkness, without any thought of fear and with very much of hope."

"To build any kind of an institution, to build it well, to look for the best in others, to give the best one has 'costs a great deal,' but it leaves an inspiration for others and a memory that is a benediction. I feel we can be grateful for Charles Sumner Bird and for all the Birds. May the name live long and prosper!"

The speech-making was concluded at 9.30, and dancing with music furnished by O'Leary's Irish Minstrels was enjoyed until eleven. The minstrels also played during the banquet, and vocal solos were given by John Quinn.

At the head table Mr. P. R. Allen held the seat of President and Toastmaster. On his right sat Mrs. Charles S. Bird and on his left Mr. and Mrs. John H. Smith, Jr. Mr. Smith has been with Bird & Son for 51 years. Others at the head table included Frederick H. Hird, Charles S. Bird, Jr., Elmer H. Bartlett, Mr. and Mrs. George R. Wyman, Mr. and Mrs. William R. McNeil, Mr. and Mrs. Herbert H. Miller, James J. Geary, Mr. and Mrs. John M. Smith, Mrs. Philip R. Allen, Thomas P. Maguire, Mr. and Mrs. Maurice Ahearn, Mr. and Mrs. Albert R. Jenkins, Mr. and Mrs. Carl Schaier, Mr. and Mrs. John H. Maguire, Mr. and Mrs. Richard C. McCabe, Mr. and Mrs. Thomas M. Graney, Mr. and Mrs. James E. Smith, Mr. and Mrs. George D. Dutton, Mrs. Francis W. Bird, Mr. H. W. Bevan.

Bird Club Entertainment

ONE hundred and thirty members of the Bird Club gathered on the night of May 2 at Holman Hall for one of the regular meetings which took the form of a steak dinner.

A full course dinner, from soup to ice cream, and including generous portions of steak and Holman's famous fritters, was served.

Following the dinner Mr. Joseph Sheehan introduced the speaker of the evening, Mr. Anthony A. Bonzagni, Deputy Registrar of Motor Vehicles in Massachusetts. Mr. George A. Parker, the Registrar, had been invited to attend, but at the last minute circumstances prevented his doing so, and Mr. Bonzagni took his place. He spoke very interestingly for nearly half an hour telling of the work his department has done and is doing. He emphasized particularly the problem of cutting down the number of fatal motor vehicle accidents. There are two ways of doing this effectively, he said. The first is education of the public, and the second is more strict law enforcement. Education in this matter is something that should be started in the schools and continued throughout life in one form or another. Law enforcement should get at the root of the evil by requiring more rigid examinations and by exercising more thoroughly the right to suspend the licenses of those who are not capable drivers.

An open forum was held after his talk and a lively discussion followed until the meeting broke up at quarter of ten. The dinner was in the charge of a committee from the Main Mill, Purchasing, and Engineering Departments.

Final announcements are out telling of the Bird Club Guest Night Entertainment to be held on the evening of May 28 at Bird Hall. "The Red Dance," a popular movie starring Dolores Del Rio and Charles Farrell, local East Walpole boy, is to be the feature of the evening. In addition there will be two big acts of vaudeville.

Immediately following the entertainment the Bird Club members and their guests will adjourn to the Brigade Room and enjoy a Strawberry Festival at which ice cream, cake and strawberries in unlimited amounts will be served.

DON'T LET HIM GET AWAY

DID you ever go fishing and have a big one get away when you had almost landed him? To have a vacation spoiled by accident is even more disappointing.

A vacation is something we look forward to for fifty weeks out of the year—even if it does take another two weeks to rest up after getting back on the job.

The automobile has made new pleasures possible but it has also brought new cares, ranging all the way from flat tires to personal injuries, with parking difficulties, traffic tie-ups and the other fellow's driving, somewhere in between. Driving a car involves serious responsibilities. No one can think of himself alone when he must share the road with thousands of other motorists.

Perhaps it is natural to feel that traffic dangers are left behind when we hit the country roads and there is a temptation to step on it and watch the scenery at the same time. Country pavements are often narrower than those in the city but the real reasons for the increasing number of rural highway accidents are lack of regulation and lack of self-restraint.

Vacation perils include everything from cramps due to eating unripe fruit to snake bite, but this is no place to list all the things that might happen. A vacation trip isn't really a hazardous adventure and most people return with nothing worse than a coat of tan. Most of the outing accidents would be avoided if people practice what they already know.

Everyone knows that it is dangerous to rock the boat or that the unloaded gun may contain a cartridge but such accidents still occur. Everyone knows that a poor swimmer should hug the shore but many are drowned every year when they get beyond their depth.

Enjoyment is the fish you are angling for on vacation. Don't let him get away through a preventable mishap.

"VETS" vs. "CUBS" CONTEST ENDS

Final Score

"Vets 78 points "Cubs" 66 points

THE EASTERN DIVISION FLOOR COVERING SALES CONTEST ended with the same keen competition existing that had been evident through the entire twelve weeks that it ran.

F. H. Bagley won the individual honors and the $100 given as first prize. He made 11 points out of a possible 12, which was a real accomplishment and we congratulate him on it.

R. W. Graffam and H. B. Lane tied for second place with 9 points each to their credit.

All Individual Standings are given in the following line-up:

Individual Standing

	Pts.		Pts.
Bagley	11	Blackmer	5
Graffam	9	Cocke	5
Lane	9	Farrell	5
Feeley	8	Johnson	5
Guise	8	Kellam	5
Hayden	8	Maraist	5
Cook	7	McCann	4
Garner	7	Covert	4
Post	7	Kelley	4
Borgh	6	Kinchloe	4
Hunt	6	Wadsworth	3
Bailey	5	Winn	3

To learn to do things and accomplish you must learn to do without things.

June 14 is flag day. This reminds us that the flag has not been changed since 1818 except by the addition of stars as new states were admitted to the Union, but it is about the only thing that law makers have not changed.

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WORKERS AND PLAYERS

THIS month our front page holds an article that might seem like a queer sort of leading story for the *Review*. It has nothing to do with production, sales or safety work. It has no concern with any thing that happens during our working hours. It has simply to do with our recreation.

There is an old saying to the effect that men who can play well together always work well together, and Bird & Son is a firm believer in this doctrine. Through the generosity of the Bird family we have been provided with an Athletic Field second to none, and this year, in addition to the regular Bird & Son team, a Departmental League has been formed. Six teams have been provided with uniforms. In other words, instead of from twelve to fifteen men playing ball, there are now nearly seventy-five men actively interested. Such a League, if conducted in the right spirit, cannot help but knit the workers more closely together. They learn to cooperate and work together more harmoniously at the game of baseball, and unconsciously they carry this same spirit over into their work.

We welcome the chance which Bird & Son offers for recreation and pleasure—a chance which is open the year 'round; from baseball and tennis in the summer through soccer and bowling in the fall and winter. And we express our appreciation to a company which is big enough to realize that play can be and is a help, and not a hindrance, to good work.

BE GOOD NATURED AND WORK

"I'll never retire until my time comes to die," said Charles Schwab, of the Bethlehem Steel Co. in a recent interview. Like many other men, some rich and some not so rich, Mr. Schwab has learned that work and not wealth brings happiness and contentment. Continuing, he said:

"I have learned a lot since I started as a boy with Mr. Carnegie. I learned a lot about steel, but more important, I learned a lot about life. Ah, that is the thing. Be happy, boys. Enter into your work good naturedly. If you succeed, laugh. But, better still, if you fail, laugh, too. Forget your failures and build for the future.

"Money isn't much. I am poorer now than I was 40 years ago. Of course, we want money enough to pay our bills as we go along, but a whole lot of money is of no use. It is only a symbol of success.

"I was once asked if a big business man ever reached his objective. I replied that if a man ever reached his objective he was not a big business man. It is ever onward with successful business men until life flows out of his body.

"When my time comes to die I do not want to be surrounded by granite and marble. I want to be amidst steel beams and 'L's' where I have been happy all my life.

"I will now leave you to go back to my business but I again will say—be good natured."

SAFETY IN EVERY DETAIL

THE unfortunate accident which recently occurred at one of our neighboring mills reminds us again that practicing safety means not only doing the obviously safe thing, but watching just as carefully the apparently unimportant details.

The insignificant rip in your overall, that old coat with the ragged sleeve, or that new spring four-in-hand necktie flapping under your chin may all look harmless enough, but when you wear any of them near machinery they become very dangerous wearing apparel.

Bird & Son has been very fortunate in avoiding serious accidents of this nature, but only continuous attention to the kind of clothing you wear, and its condition, can fully safeguard you and your fellow-workers from serious injury.

To be safe, watch yourself—watch your clothes.

BIRD'S BUSINESS BUILDER

The 1929 edition of Bird's Business Builder, a magazine for Bird Roofing dealers and salesmen is now available. Commenting on the new edition Mr. P. H. Bailey says:

"This year's edition is particularly valuable because the idea of making this book into a reference book for the dealer has been fully developed. The book carries facts—the engineering data regarding our products which the dealer and the dealer's salesmen should know to equip them to best sell our products. This information is well arranged and is separated from the pages containing the suggested newspaper 50–50 advertising cuts. These cuts have been revised and are an improvement over those which have appeared in preceding years."

LIBRARY NOTES

"My heart is warm with the friends I make,
And better friends I'll not be knowing;
Yet there isn't a train I wouldn't take,
No matter where it's going."

Edna St. Vincent Millay.

ONLY through reading can it be possible for us to take the train for the regions described in some of the new books of travel, for instance, "The Desert Road to Turkestan," the home of "Long Lance" of the tribe of Black Feet Indians, or the European and Asiatic countries about which Richard Halliburton tells us in "The Royal Road to Romance." Yet we have a number of books descriptive of New England points of interest, possible to reach in a day's journey, and a good collection of guide books on well-known resorts and how to reach them.

Those who are interested in birds will enjoy the new reference book, "Birds of Massachusetts and Other New England States," by Emery Howe Forbush. It was published under the auspices of the State Department of Agriculture and is a complete and authorative guide in bird study. The colored illustrations are copies of the famous bird paintings by Louis Agassiz Fuertes and there are also many other plates and illustrations of merit.

In "Rank and File" Colonel Roosevelt has given a number of true stories of the Great War, some of them drawn from his own experience. The thrilling incidents are made more graphic by the many illustrations, one of which is of the service performed at the grave of Lieutenant Quentin Roosevelt, to whom the book is dedicated.

Other new books include:

Fiction:

Rebel Generation	Ammers-Kuller
Shadow of the Long Lane	Boyd
New Temple	Bojer
Joy Ride	Brandon
Crippled Lady of Peribonka	Curwood
Miss Mayhew and Ming Yum	Duffield
Pilgrims of Adversity	McFee
Farthing Hall	Walpole

Non-fiction:

The Great Horn Spoon	Wright
Business the Civilizer	Calkins
Job Analysis and the Curriculum	Strong
Chemistry of Pulp and Paper Making	Sutermeister

HEALTH COLUMN

By C. O. Sappington, M. D.
Director, Industrial Health Division, National Safety Council

HEALTH authorities agree that it is of little use to have elaborate medical service for employees unless the teeth are taken care of as well as the rest of the body. Defective teeth are responsible for much disease, pain and inefficiency.

Toothache is the most conspicuous symptom of defective teeth but it is not the only one. The teeth are often responsible for many ailments of obscure origin.

Three stores which sent 1,467 employees for dental treatment divided these persons into three classes:

1. Those with clean mouths.....23.2%
2. Those with fair mouths.....53.5%
3. Those with neglected mouths.....23.3%

Persons having fair mouths needed cleaning, filling and simple extractions. Neglected mouths contained badly decayed teeth and frequently infected gums. Such cases require thorough inspection and considerable restorative work.

Teeth should last a lifetime. They would, in most cases, if properly cared for in time.

Here are a few suggestions:

1. Clean teeth are usually sound teeth. Brush them twice daily—always once at night.

2. Dental inspection forestalls decay. Visit your dentist twice a year.

3. Keep your teeth as long as possible. An artificial tooth can exert only 25 pounds pressure; the natural tooth 175 pounds. The best artificial set is far less efficient than the one nature provided.

4. Use your teeth and gums by chewing some hard food daily.

There are 32 reasons for taking care of the tooth—and each one is a tooth.

Small Fire in Coal Pocket Control Room

AT about ten minutes before closing time on Wednesday noon, May 1, fire broke out in the lower control house of the coal crane, just behind the Main Office Building. The mill whistle was immediately tied down and an alarm sent in to the East Walpole Fire Department. Both the Bird & Son Fire Brigade and the Town Fire Department were on the scene very shortly and prevented a serious loss in damaged machinery.

The origin of the fire has never been fully determined. John Countway, operator of the crane, was in the control house until about 8.30 on the morning that the fire broke out, but from that time on no one was in the house. Although the blaze was quite spectacular for a few minutes, the amount of damage was comparatively slight. It was necessary to rebuild completely the house itself, but the machinery escaped without damage. Ten minutes after the alarm the fire companies had control of the blaze, and one hour later the all-out was sounded.

The new coal conveyor, installed last month, was brought into use, so that it was not necessary to cut down on production at any of the plants.

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Clem*
Myrtle Mayshaw *Frank Johnson*

We extend our sympathy to G. M. Armstrong whose mother passed away in Baltimore recently.

William O'Donnell is sporting a new Ford.

Martha Clem has been transferred from CE to the Floor Covering Office. We are sorry to have her leave us, but we wish her every success in her new work.

Birthdays have been very numerous in CE during May and all the victims "came across" with the usual box of candy.

Mrs. Randall has returned to her work at the Hospital after a month in Florida.

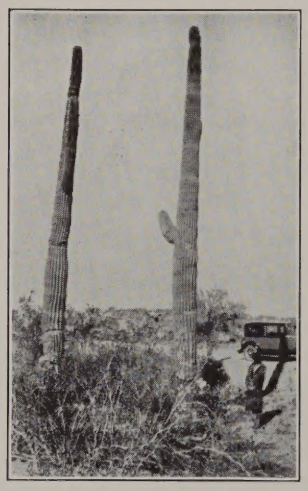
Harold Fuller has returned to his desk at the Labor Bureau after an illness of over a week.

Dwight Colburn is now driving a new Buick.

Alice Clem has received a certificate in Business English awarded in the University Extension Course of the Normal Art School, Boston.

Arthur Bushell has returned to work after a short illness.

Frank Johnson, RCF, leaves us June 1 to take charge of the Credit Department of Johnson & Johnson, New Brunswick, N. J. Best of luck, Frank. Who knows but what it will be "Johnson, Johnson & Johnson" before another year rolls by.



Some of the Arizona country through which Catherine Corbin motored on her way to California in January

Win Rhind is keeping house for a week or so, in the absence of her mother, and any short cuts to scrambling eggs, toasting bread, etc., would be appreciated. We hear that Win has at last stumbled onto the fact that if she fries the bacon in Lux it won't shrink. Send in your suggestions.

Dave Fiske, formerly of Bird & Son, surprised us all with a short visit Monday, May 20.

We are glad to see Bertha Kannally Yadisernia back from her honeymoon which was spent touring through Canada.

Betty Lamore was one of the four Bird & Son girls who went to New York recently on a week-end trip and was greeted by Mr. Grover Whalen. Of course ticker tape was one of the main features around the dock.

Ken Baxter and Art LeBlanc were quite lame one Saturday morning recently after a "hike to Lake Massapoag."

The Boston Papers keep Ernie Smith busy interviewing him about that Bird Club Baseball Team.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

James J. Geary was a delegate to the Forrester's Convention at the Hotel Statler on May 21st and 22nd.

Don't mention ferocious dogs to John Kissel. It seems that he went to John Maguire's house once recently and one of Maguire's "bad beasties" ran away with part of Kissel's trousers. Result—a new pair of trousers for Kissel and a bill for John Maguire.

Joseph Knaus is getting ready for the summer by painting up his boats and building a new boat house at Oak Grove.

Jack Seastrand is now in training—using a pick and shovel on his lot of land on Washington Street, Norwood.

Vincent Grudinsky still believes that the roads around here are made of gravel and not asphalt.

Michael McDonagh and John McLennan will soon be burning up the roads looking for blueberries.

Herman Nordstrom has repainted his Ford and those who have seen it say it looks like new.

George Stone and Mike Burke have already dug up considerable ground in getting worms for their fishing trips which are becoming more and more frequent.

Arthur Andrews, formerly of No. 4 Machine, is back after a hard winter in Newfoundland. During his absence he lost twenty-five pounds.

Coleman Howe is our latest authority on tonsils. Any sufferers from sore throat should see him.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

George Lynch of ERB now has a new Ford Coupe and Mike Kelly is sporting a new Pontiac.

Henry Olsen is busy these days with grading and gardening.

Wilbur Fay starts his yearly fishing trip on May 25, so "fishy" stories may be expected from now on.

Making certain the fire was out. Main Mill Fire Brigades at the control house fire, just after the flames had been extinguished. The lower house in the picture was badly burned inside and had to be rebuilt

Mr. and Mrs. Roy Gardner visited Poland Springs recently during a long week-end. For details see Roy himself.

Thomas Foley has bought a new Atwater Kent all electric Radio.

Eric Anderson has returned to work after a few days on the sick list.

Thomas Graney is sporting the first straw hat of the season. Time was when Jack Smith was the first to introduce summer styles in head gear, but Tom has beat him to it again this year.

"Happy" Timmins, EF, opened his estate on Hog Island for the season on May 11, and gave a party to a few of the boys in the shop who voted it the best yet.

William Carr of EMP has a new Ford Coupe. Looks pretty nice.

Two new trucks have recently been purchased—a new Ford for yard work, and a six-cylinder Autocar for special dispatch to replace the old Reo.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Under society notes we must include first the recent taxi ride of Francis Hall. We understand that he has found the best and most comfortable way to get home after work is to just call up a taxi. If this habit grows we expect a taxi stand out here very soon.

New cars this month include Clarence Pierson's Oakland sedan, Anthony Castro's Ford sedan, Henry Cameron's and Manuel White's Chevrolet sedans, and whatever Scotty calls that car he bought from Allen.

Six men at Phillipsdale received a check for five dollars this month for accepted suggestions. They were Clifford Banks, Frank Valentine, Albert French, Lewis Jennings, Everett Macomber and Thomas Horridge. Clifford Banks is an old timer at getting suggestions, but all the rest of these men received their check at about their first try.

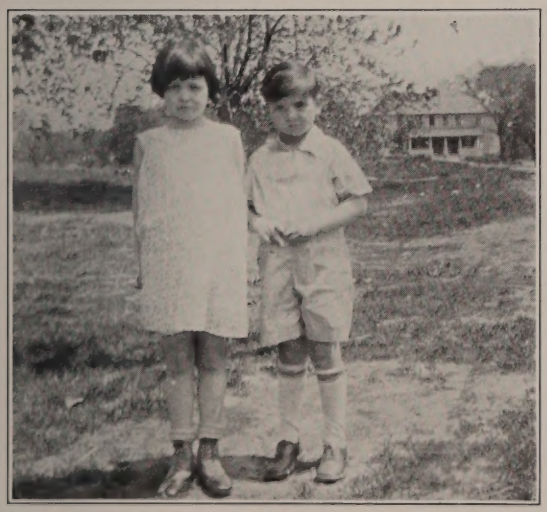
The office has taken on a spring look by the acquisition of new floor covering.

Forty-five old timers and their wives made the trip to East Walpole for the old timers' banquet. From what we have heard it was very much enjoyed by every one of them.

We are now getting all our coal by truck which saves quite a little time in the boiler room, allowing them to coal up in the morning and have the rest of the day free for something else.

Edward Healey and Sebasteo Martians have taken their service vacations. No one knows what they did.

We welcome this month Alfred Levander in the boiler room, William Monks on the machine, and Charles Sinnett in the cutter room.



Phylis E. and Robert W. Allen, children of Lloyd Allen of the Phillipsdale Office

We are glad to see Joe Doyle has returned after his illness.

Leslie Howard is soliciting sparrows and mice, preferably alive, so as to cut down on the expense of feeding his pet owl. This owl he found one morning in the brigade room and, while he has been having a good time with it, he finds it rather expensive to feed.

Men in the beater room are not the only ones to find money. John Rogers recently found some in one of the rag piles.

Frank Mello is going to change the shape and color of his lunch basket. Recently someone else took his by mistake and Frank hasn't been the same since.

James Cicerelli has been kidding the fellows about being tight with their money. The other day he came to work with only one shoe tapped and heeled. Jimmie must have been saving up to buy that strip of land from John Davis.

We recently were visited by Dr. Arnold of Brown University and a class of fourteen seniors who were shown through the mill.

BOX FACTORIES

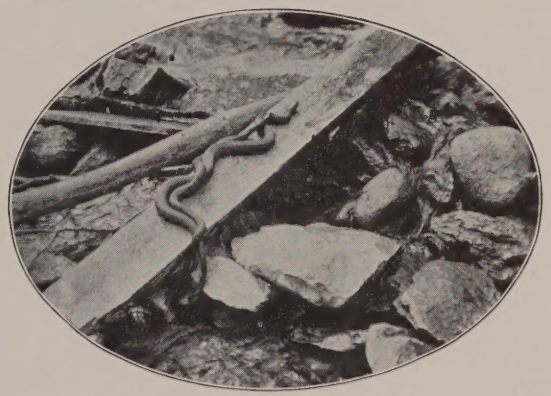
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzber*

While playing in his first game of the Departmental series, Patrick Sylvester had the misfortune to break his collar bone.

Karl Wondrazek has left Bird & Son to work in Somerville.

John Cook has been transferred to FXT, and John Walsh from FXG to FXC.



Two dead black water snakes which Paul Kreugel, FXF, "shot" with his German camera at Plimptonville dam

Herman Lauble recently went to Pont Rouge, Canada, on a business trip.

We welcome John Muse, a new worker in DMK.

Mary Polobuska has successfully completed her first course in Latin and Physics at the Y. W. C. A. and starts her second course in the same subjects this month.

We extend our sympathy to William J. Quinn of FXF in the recent death of his mother.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

Frank Mazzocca now holds the championship in boxing at FB, by winning a bout with Anthony Walgar in one minute. Ralph Simmons of FBP has challenged him for the next bout.

Paul Krucas has painted his house.

Victor Makela is planning a visit to his sister in Cleveland, Ohio.

The FB office cat contracted mange in some unknown way and was checked out last week. The best obituary that we can offer is, "She did a good job in every way and always finished what she started."

On Tuesday, April 30, FB held another of its Safety programs during the noon hour. Harry Dresser gave a very interesting five-minute talk. V. E. Gronroos gave a fine exhibition of free-hand drawing and Vincent DiLoiarro entertained on the harmonica.

Charles Drury, one of the retired Old Timers, made us a call recently. He spends most of his time keeping his home in Hyde Park looking fine.

Eli Chamberlain attended the Superintendents' meet-up in Chicago during the week of May 13.

Ben Semski is the proud father of another daughter born recently.

Herbert Jepson, in spite of all his recent talk against golf, is now an ardent follower of the game. It is reported that he

Louisa Maini with her dad, Bernard of FXF

has complete equipment to play the game—even to the necessary language.

We are sorry to write that Patrick Reardon is out with a broken bone in his foot. We wish him a quick recovery.

Ed Lincoln is now the owner of a Hudson, and FB joins in wishing him better luck than he has had with some of his other cars.

At noon time the front yard of FB now looks like the "bull pen" at the Braves Field. Ball playing for exercise does not agree with all the men, judging by lame backs that developed after the first couple of days' practice. The outstanding feature of the FB players seems to be that they are all fine players in every position except catching.

For advance information on fishing and holiday making at Brant Rock inquire of Herbert Jepson or Roy Call.

The new parking area at FB is quite an improvement on the old method.

We have often heard of people leaving the dog in their automobile as a guard, but we are still at a loss to know what use Harry Dresser finds for his pet canary.

Richard Stoddard is ready to break ground for his new home on Oak Street, Walpole.

Gus Johnson, who evidently believes that a change is as good as a rest, is spending his vacation ploughing the garden of Clinton Cave.

John Walsh, FBM, is shingling his house on Morse Street, Norwood, with Bird Neponset Twins.

Antonio Protasius, FBPM, is running around in his Buick all spruced up with a spring coat of paint.

Clyde Bassett, formerly of FB office, is the proud father of a baby boy born Sunday, May 19.

We hear that Emil Anderson is busy these nights giving driving lessons on the Easton road.

Well, we won the Bowling League championship without a great deal of trouble, and provided the other baseball teams don't win too many games, it seems reasonable to believe that we may walk off with another prize before fall comes 'round.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Mr. Wilson called on the Yawkey-Crowley Lumber Company, Madison, Wis.

G. F. Hall, who travels Michigan, and S. E. Williamson from the Mississippi territory were recent visitors at the plant.

Mr. Stafford, who has been with Bird & Son in Chicago for 11½ years, is taking a leave of absence from May 1 to October 1. He was presented with a fishing rod and reel by the employees as a gift of remembrance. Mr. Stafford will spend the entire time in Denver, Colo., with his son.

The baseball game between the Mill and Office was well attended by rooters from both Mill and Office. The score was 17 to 7 in favor of the Office Team. Another game is scheduled for the near future.

Mr. Hird represented the Western Division at the Bird & Son "Old Timers' " Club banquet at East Walpole on May 7.

"Bill" Wilson spent a few days with B. Morris in Little Rock, Ark., recently.

We are glad to welcome Miss Emma Jean Rassmussen into the Bird family.

Howard Hanna was called East because of the death of his father. We extend to him our deepest sympathy.

Oscar Bowman, who has been working in the Sample Department has been transferred to the Mail Desk to succeed Gordon Wikelund, who was transferred to the Accounting Department.

Mrs. Andres of the Sales Department left this week on a two weeks' vacation. She and her husband will visit various points in Canada.

On a recent visit to East Walpole, Mr. Hird saw our old friend Earle Clark and reports that he is well and happy.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Winston Prescott *Lester Evans*
Tom Rogers *Leo Haggarty*

FFM welcomes Robert Barss who came here from Canton and John Hilton from Lynn.

George Lane, formerly of No. 3 Machine, is now assistant to Roscoe Shorey of FFG.

Speaking of roller skates and all, we have seen Kincaid's double—Mal Hallett. By the way, the Floor Covering Whozit of last month, in case you haven't already guessed it, was Norman Kincaid of FFP.

Howard Johnson figures very closely when he borrows his friend's car. He drives just far enough to use all the gas and still leave the car where he got it. We wish we could all plan as well as that.

Ed Wenstrom has turned his garage business over to Clarence Phillips.

Elton Hamilton and Bert Seekins are taking subscriptions to Arthur Bent's Baby Clinic. Arthur says he has learned a lot since he became a father on March 23.

Kenneth Hoyt is answering the mechanics in song these days, and tells them that it must be "That Precious Little Thing Called Love."

Bert Seekins has graduated from a Ford to an Oldsmobile.

Ben Sodergren is now the proud owner of a Pontiac.

James Brown is a new worker in Department FFP.

James Hanley has a new recruit for the National Guard, namely, a son, born April 19.

Miss Martha Clem has recently been transferred to FF Office.

Winston Prescott, formerly of FF office, left Bird & Son on May 25 to begin his duties with the J. C. Penney Co. He is to be at Courtland, N. Y., for the present. Leo Hagerty is taking his place in the FF office.

CHICAGO OFFICE

Ralph W. Duvall *Lillian Moe*

Scotty Whitelaw, the eagle eye of the contract department of the inside sales, remarks that he doesn't see much cents in these stories about the Scotch when they're told at their expense. Nor does a man have to get tight just because he drinks Scotch.

* * *

It was a hectic day at the prize fight for Felt Base Supremacy. Kid Congo and Young Bird were at loggerheads with the papers full of propaganda for the former while striking appearance and adds of 10c (on a 9 x 12) and 1½c (on 8/4 and 12/4) were on the Neponset Flash. The Seconds were seated on the Wescott. Two cuts had appeared on Kid Cong and Young Bird had a waxed back.

Young Bird oozed in with a carload of 6005's and knocked Kid Congo for a few rolls and drop. All the Rug Borders in the Reids of the Hindmarshes thought it was the McEndy when Kid Cong got up out of his Duvall and said it was against the Whitelaw to hit between the Tyson and the Hagenbuckle.

Howells of "Moe, Moe, Moe!" were heard Petitclair, and you should have heard Betty Rohr and Virginia Szukalla, "Maloney, Maloney, no matter how thick you slice it it's still Maloney."

Ternus around. I Kent you caught me Knapping just before I took my Keeler. Some country Jake! went out for some ice Schreen, throwing Kid Cong off the Allert and Young Bird almost had the Holcomb fight in the Bagley when the Curran and no one would let Allen so he had to sit out on the Groendyke with the Black Smiths and thus be it ever when Freeman shall stand between their loved homes and the wars desolation. Lining Felt much better when it was all over, no doubt.

* * *

G. Sommers & Company of St. Paul, Minnesota, have recently shipped one roll of 3031 8/4 Neponset to an account of theirs in Alaska, which is quite a distance from St. Paul.

Mr. Westcott made his debut before the microphone Monday night, May 13, with a talk on tennis. Mr. Westcott is 1st Vice-President of the Chicago Tennis Association.

The office cannot quite make up their mind if the champion cake baker is Mrs. Petitclair or Helen Behrens' mother. At any rate the cakes they sent us were very much appreciated and disappeared immediately. We give them a hearty vote of thanks.

We welcome into our organization Mrs. Helen Quinn who is working in Department WAB and Miss Margaret Riedhauser who is helping out in Department WV. We are all glad to have Bonnie Uden back with us for a while in the Pricing Department. Bonnie left us about three years ago to be married.

Ralph Duvall, being more impressed by advertising of candy manufacturers for Mother's Day than by the anti-candy advertising of some of our cigarette manufacturers, surprised and pleased the office force with a large box of candy.

We extend our sympathy to R. I. Holcomb whose mother died recently.

Prize-winning float at the annual Blossom Festival in the twin cities Benton Harbor and St. Joseph, Michigan. This float was entered by the Preston Lumber & Manufacturing Co., dealer in Bird Products. It consisted of a large bursting apple blossom of delicate pink, about eight feet in diameter. The huge butterfly on one of the petals was of silver, and the "peach-belt beauty" who served as the pistil to the flower was dressed in cloth of gold. Over 100 floats were entered in the parade

FRANCIS WILLIAM PARK

SINCE the middle of May the tennis courts and baseball field have been in almost constant use, and the playground and swimming activities, which will again this year be under the supervision of Fred Duncan of Springfield College, will open around the last of June.

If there is enough demand for it, a program of evening sports will be organized, it was announced by the Park Committee. The first organization to use the Park for an outing this year will be the Norfolk County Christian Endeavor Association which will hold its convention in the Park on June 8.

The Park Committee, at a recent meeting drew up the following rules for the use of the tennis courts:

Courts No. 1 and 2 are reserved for use by the Girls' Tennis Club only.

Courts No. 3 and 4 are for the use of adult tennis players only.

Courts No. 5 and 6 are the only courts that may be used by children, and no adults may use them except when children are not playing on them.

No charge is made for the use of the courts, and no reservations can be made for any specified time. If others are waiting to play, players shall give up the courts after playing a set.

Courts can not be used before 1 p. m. on Sundays.

Shoes without heels and with rubber soles must be used by all players.

The Baseball Field has been open more than a month and is in use almost constantly. The Walpole High School team, the Bird & Son Departmental League, the Bird & Son League team, and the Bird & Son Soccer team are the organizations which have been using it regularly. Only amateur teams such as these are permitted the use of the field.

A special attraction at the Park is the announcement that at least twice during the summer there will be band concerts given at the Music Court.

Annual Vacation Picture Contest

BEGINNING immediately, the *Review's* annual vacation picture contest will start, to continue until September 15. Last year, in the contest in which Harry L. Tower of FXW won Special Grand Prize, over two hundred pictures were entered, and this year even a greater number is looked for.

Three sets of prizes will be given as usual: $2.50 for the first picture in each class; $1.00 for the second in each class; $5.00 as a Special Award for the best picture of all.

The seven classes into which the pictures will be separated are: Camping scenes; Groups, children, etc.; Water scenes—lakes, streams, ocean; Landscapes—mountains, valleys, etc.; Still life—fish, trees, flowers; "At Home" pictures—Norwood, East Walpole, etc., and vicinity; Miscellaneous, "funny" scenes, etc.

Four simple rules have been drawn up and are printed below:

1. Pictures must be taken by a Bird & Son worker.

2. All pictures must be marked with the name of the taker and full description of the snap.

3. Any number of pictures may be submitted in any and all classes.

4. The contest closes September 15. Photos may be submitted any time up to and including that day.

Vacation List — 1929

WE take pleasure in printing the list of hourly paid workers of Bird & Son, inc. entitled to vacation with pay this year.

PAPER MILL

Wm. J. Quinn
August Hilderbrandt
James Hammond
George Doderer
Andrew Walker
Edward Bonner
Kenneth McLennon
Carl V. Smith
Coleman Howe
Patrick Coughlin
Michael Burke
L. P. Balduf
Daniel Reardon
Dennis Lowney
John Blazonis
Michael White
Kostanty Geigol
Frank Phillips
Chas. Geigol
Waclaw Barowski
John J. Foley
Lewon Blazonis
Mike Renchuk
Maryan Wronski
John Hale
Antonio Paddock
Michael Coyne
George Stone
Michael Kodis
Michael McConlogue
Felix Thompson

Wienciente Dauksevicz
Thomas Coyne
Michael Rusavins
Eric Carlson
Michael Connors
Michael Novak
John Kissell
Wm. Luvicki
Louis Kozac
Wm. Jarlis
James Duda
Chas. Rosetsky

Mike Waytekunis
Mary Driscoll
G. L. Smith
Walter McDonough
Wm. Shusta
Philip Saniac
James J. Geary
Dan A. Jones
John J. Linnehan
Joe Knaus
John Spillane
Chas. Knaus
Walter Sword
John E. Maguire
Michael McDonaugh
Frank Massey
John Leston

Jos. J. Rosevitch
Fred Nordblom
John Moylan
Peter Rucstalis
John Reddy
Vincent Grudinsky
Herman Nordstrom
John Fitzgerald
Edward Fitzgerald
David Fitzgerald
Tony Yahaskey
James W. Houlihan
Nicola Troiana

Michael Costello
Anton Blazir
Martin Flaherty
Frank Murphy
Ludwig Polevitch
Mike Sawkisewicz

John Kirby
W. J. Patterson
Joe Caspignano
Holly B. Dyer
Mike Yasonis
Jack Carroll
Alfred N. Maier
Geo. Petroitis
Eric Johnson
Patrick Costello
David E. Bowles

MAINTENANCE AND ENGINEERING

Robert Orr
Patrick McNulty
Pasquale Ruscitti

Andrew O'Malley
Michael O'Malley

Vitus Gleichauf
Wm. E. Harper
E. W. Trofatter

August F. Linde
Patrick O'Malley
Frank Farrar
J. D. Countway
Emanuel Johnson
James Kelly
Joseph Sinkovitch
Wm. Welch
Festus Connolly
Wm. Lewis

Eric Anderson
Timothy Reardon
Wilbur Fay
Martin Lambine
David Regan, Sr.
Ludwig Anderson

John Broadley
A. J. McDonald
Chas. D. Rafuse
Thomas Foley

Joseph Donovan
Martin King
Daniel McDavitt
Jerry Cullinane
Martin Conley
James Connors

Wm. J. Ivatts
J. F. Costello
Emil Sigmund
Wm. Sullivan

James Hadden
Henry Hartig
Michael Smith
Victor Purdy
Albion Gottberg
Ernest Alexander
Carl Osterlund
Michael Curran
George Wallace
David H. Regan, Jr.
George Eisner
Ev. Brennan
John Sullivan
Michael Powers
Martin O'Donnell
Bartley O'Donnell
Wm. Morrissey

BOX SHOPS

Arthur Connolly
John Grusacki
J. J. O'Leary
Otto Mannimon
Stanley Palleiko
Herman Lauble

John Graney
Lewis Walter
Thomas Morris
Matejs Minkevicis
Samuel Hunter
Adolph Guttock
John Zedroski
Wm. Quinn
Antonio Wosniak
Patrick McDonald
S. J. Reardon
Peter Neilson
Philias LaLiberty
Pasquale Santora
Anthony J. Capachin
Carlo Giametto
Ellen Ahlman
James Capone
Joe Catalino
Joe Wasalunis

Chas. Barowski
Lawrence Johnson
Ernest Stather
Mary McKinnon
John Wilkes
John Clancy
Klemens Kaseter
Annie Poznec

Rose Friary
Anna Duffy
Ethel Havey
Julia Dolan
Martha Dee

Mary Sline
James Dine
Martin Costello
Patrick Graney
Leroy Fullerton
Fred Kinsman
Arsene Marchand
Ben Muchyn
Arthur Sprague
Olive Burke
Catherine Brady
Louis Maida

Adolf Stickinger
August Petrova
Frank O'Neil

John Lydon
F. W. Welch

Richard C. McCabe
Bartley Curran
James Wilkes
Tony Simkus
John Davidonis

James Lasky
Michael Lydon
Chas. Ketvertis

Joseph Truskowski

Tony Nenartowicz

John Folan
R. E. Koebe
Wilmer C. Wiggin

John M. Smith
Fred Weiss

BUILDING AND ROOFING

Charles Lagerta
Thos. DePlagiata
Lorensi Galazzi

John Eppick
Pompey Lagerta
B. A. Hathaway

Mary Friary
Andrew Mannimon
John Sheehan
Michael Mohan
Paul Krucas
Joseph Smith
Elmer Jordan
Everett Lindequist
John Ruszkis
James Porshinsky
Michael Costello
Victor Makela
James Marcus
Eugene Donicelli
Billy Sebel
John Stupek

James Phelan
Michael Damules
Marco Michienzie
Enrico Macchi
George Polumbo
John Treconis
AdolfKetty
Alek Szugai

Dennis Driscoll
Roy Packard
James Sword

Gustaf Johnson
C. D. Savage
Bartholamew Murray
John D. Hurley
John Weeks
Richard Stoddard

Patrick Feeney
John Covoski
Michael Folan

Frank Mori
Tony Willota
John Miller

Harry Bellew
John S. Mattson
Tony Milus
Paul Sansone
James E. Quinn

Patrick Reardon
Louis Dalksever
John Wosner
Domenick Treventi
R. G. Fulton
Joseph Mitchell
John Graham
Jos. D. McGregor
James Loughman
Stanley Alukonis
Antonio Protasius
Gustaf Mauritz

FLOOR COVERING

Nils Lindequist

Antonio Antonelli
Felix Glebus

Patsy Sansone

Wm. J. Colmer
Joe Uzdowinis

Albert Erickson
Herman Naukheim
Nicolantonio Puopolo

Francis Sheehan
Andrew Stupek
Joe Waksemovicz
John Wosner
Peter Didicks
Guiseppi Lingo
Ralph E. Nutter
Joe Adamonis
Michael Pannette
Michael McColgan

Nunziante Famigletti

Charles C. Flower

Thomas McColgan
Nicola Benedetti
Silvio Tronti

A. R. Jenkins

Simeon W. Fownes
Frank Tohoskey

Antonio DiFalco
Romolo Conti

PHILLIPSDALE

Jos. Farrell
Fergus Christie
Thos. O'Holleran
Geo. Madden
Edward Kelley
James Halleran
James Casey

Leonard Carlson
Thos. Horridge

Sebastino Martians
Masikir Kurda
Serephim Moreiro

John Davis
Frank Reed
Alexander Homenick
Frank Mello
James Cicerelli
Fred Billings
Chas. Denneney

Tony Sousa	August Lopes	Mike Finizie
Ed. Healey		
Joseph Perry	Wm. Shaw	Walter Gill
		John Mederious
John Avila	William Callen	
Chas. Smith	E. J. Medbury	Frank Valentine
James Blessing	Frank Sousa	Gatano Nanni

CHICAGO

Andrew Alexander	Anthony Ecklund	Larry Doherty
Wm. Calder	Herman Kleinow	Bennie Macklin
	William Eby	

Visitors at Bird Plants During May

Main Mill

Mr. Hall and Mr. Whiteside, Pacific Mills, Lawrence, Mass.

Mr. Bowers and Mr. Bruneel, Acme Steel Company, Boston.

Messrs. Joseph Armon, Frank Wharton, Isaac Levey, Theodore Freedorf, Armon and Company, Philadelphia.

E. R. Guise, Philadelphia Representative.

A. M. Covert, New Jersey Representative.

H. W. Bevan, Sales Agent for Australia.

Mr. George L. Graham, Traffic Department, American Woolen Co., Boston.

Building and Roofing Mill

F. W. Brune and George W. McCaffrey, Brune and McCaffrey Roofing Co., Taunton.

Mr. and Mrs. James A. Purington, Bowdoinham, Maine.

Mr. and Mrs. Claude E. Wilson, Harpswell, Maine.

Mr. Harry N. Hamilton, Hopkinton, Mass.

Mr. George W. Rice, Millbury, Mass.

Mr. Fred A. Smith, Medfield, Mass.

Messrs. Carl F. Danner, Frank King, Winthrop J. Lamb, J. E. Walton, Samuel Haight, H. A. Hayes, American Hide and Leather Co., Boston.

Chicago Mill and Office

Miss Lillian Moe of the Floor Covering Division, Chicago.

Mr. Joseph Binford of Joseph Binford & Son, Crawfordsville, Ind.

Mr. Williams of Williams Roofing Company, Ottawa, Ill., and his daughter.

R. D. Peterson, Southern Sales Manager, of New Orleans, La.

Mr. Seyforth of the Seyforth Roofing Co., Birmingham, Ala.

Mr. E. S. Grace, Standard Roofing Co., Mobile, Ala.

Mr. H. C. Lucas, Standard Roofing Co., Gulfport, Miss.

Mr. A. B. Day, Standard Roofing Co., Bay St. Louis, Miss.

Mr. and Mrs. Frank Young, Logansport Roofing Supply Co., Logansport, Ind.

Mr. Turnis, Floor Covering Division, Chicago Office.

R. E. Hill, Salesman, Carterville, Ill.

W. C. Schultz, Salesman, Milwaukee, Wis.

H. M. Clark, Salesman, Des Moines, Iowa.

Mr. Whitelay, Floor Covering Office, Chicago.

Messrs. Reed, Chamberlain and Couts attended the Superintendents' Meet-Up held in Chicago, May 13 and 14.

Floor Covering Plant

Mr. Pierce, treasurer of the Delaware Floor Products.

Mr. Bevan, our agent in Australia.

Mr. Westgate and Mr. O'Brien, the Cottalap Company.

Messrs. Joseph Armon, Frank Wharton, Isaac Levy and Theo Freedort, Armon & Company, Philadelphia.

Mr. Paul Bailey and Mr. Stiltener, C. M. Bailey & Sons, Winthrop, Maine.

Messrs. Brown and Stovel, Certain-teed Corporation.

Chicago Floor Covering Office

Mr. Harry Rosenkrantz, National Furniture and Bedding Co., Kansas City, Mo.

Mr. Sol Cohen, National Furniture and Bedding Co., Leavenworth, Kansas.

Mr. Max Nusbaum, Standard Linoleum and Rug Co., Detroit, Michigan.

Mr. Hertog, Leader Mercantile Company, Minneapolis, Minn.

Mr. E. W. Dunlop, The Speich Company, Milwaukee, Wisconsin.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during June.

			Yrs.
John J. White	6– 1–1891	Box Shop	38
Vitus Gleichauf	6– 7–1895	Power and Steam	34
Andrew Walker	6– 7–1897	Paper Mill	32
Michael Sheehan	6–20–1899	Roofing Plant	30
S. W. Smith	6– 8–1900	Supt. Paper Mill	29
John Fitzgerald	6– 8–1901	Paper Mill	28
Charles Knaus	6– 1–1902	Paper Mill	27
Walter Sword, Jr.	6– 1–1903	Paper Mill	26
Mary Scanlon	6– 1–1906	Stores	23
James Kelly	6– 7–1906	Maintenance	23
Edward Fitzgerald	6–14–1907	Paper Mill	22
John Folan	6– 6–1908	Main Mill Shipping	21
Michael Kodis	6– 1–1909	Paper Mill	20
Kostanty Geigol	6– 1–1909	Paper Mill	20
R. L. Tupper	6– 7–1909	Box Shop	20
George Wallace	6–17–1914	Maintenance	15
Thomas Coyne	6–18–1914	Paper Mill	15
John A. Graham	6–22–1914	Roofing Plant	15
Waclaw Baranowski	6–26–1914	Paper Mill	15
David E. Bowles	6– 3–1919	Finishing	10
Katherine Dowling	6–16–1919	Main Office	10
Ellen Flavin	6–16–1919	Main Office	10
James B. Maguire	6–23–1919	Supt. Box Factories	10
August Petrova	6–23–1919	Box Shop	10
Florence Duncan	6–23–1919	Main Office	10
Adolf Ketty	6–25–1919	Roofing Plant	10
James Phelan	6–28–1919	Roofing Plant	10
Michael Pannette	6–30–1919	Floor Covering Plant	10
Mabel Welch	6– 3–1924	Main Office	5
Sam McLeod	6– 9–1924	Floor Covering Plant	5
Samuel Steele	6– 9–1924	Floor Covering Plant	5
Sydney Taylor	6– 9–1924	Floor Covering Plant	5
Mario Baragine	6– 9–1924	Power and Steam	5
Anna Smith	6–16–1924	Main Office	5
Dominico Braconi	6–20–1924	Roofing Plant	5
Ralph Kolseth	6–23–1924	Roofing Plant	5
Bertha Kannally	6–23–1924	Main Office	5
	PHILLIPSDALE		
George Madden	6–25–1914		15
Thomas Horridge	6–14–1919		10
M. S. Fedalgo	6–16–1924		5
William Kaspre	6–30–1924		5

Homes for Sale

East Walpole—Attractive house placed on the market as owner is moving away. Located in an exclusive neighborhood of home owners. Built three years ago. Has six rooms, large living room with fireplace, French doors opening on to a good sized screened-in piazza, hot-water heat, oak floors, modern bathroom, electric lights, gas range, breakfast nook, shades, screens, etc. Grounds contain over 11,000 square feet of land with shrubs. Price reasonable and terms will be arranged. Apply Walpole Home Building Co., East Walpole. Tel. 130.

Four-room bungalow, bath, pantry and closed porch. All modern improvements. Garage and henhouse on property. Apply R. J. Stoddard, FBV.

BIRD & SON BASEBALL TEAM

AFTER a series of meetings of baseball officials in neighboring towns, an Industrial Town League has been formed with seven teams. They are: Stoughton, Canton, Sharon, Hyde Park, Norwood, Curity (Walpole) and Bird & Son (East Walpole).

Officers have been elected and rules and regulations voted upon. The Horace Partridge Ball has been decided upon as the official league ball. Officers for the season are as follows: President, H. Bennett Murray, Coach of Norwood High School; Secretary, Philip Capen of Canton; Treasurer, George Kelly of Walpole.

The schedule, which is not yet complete, is to be so arranged that each team shall have an equal number of week-end and twilight games. The twilight games come upon Tuesday nights, and the games over the week-end may be played either Saturday or Sunday afternoon at the discretion of the home team manager. The first games of the season were played on May 25. On that day Bird & Son met Hyde Park at Hyde Park and the final score showed Bird & Son the winner by a score of 6-0.

The game on May 28th with Canton resulted in another victory for Bird's, by a score of 8-3.

Coming Bird & Son Games

June 1—Bird & Son at Stoughton.
June 11—Bird & Son at Canton.
June 19—Curity at East Walpole.
June 22—Hyde Park at East Walpole.
June 25—Bird & Son at Norwood.
June 29—Bird & Son at Sharon.
July 2—Norwood at East Walpole.
July 6—Stoughton at East Walpole.
July 9—Curity at Walpole.
July 13—Sharon at East Walpole.

Group of school children gathered in front of the Music Court, at Francis William Park for the Health Play on May 24

EAST WALPOLE TENNIS CLUB

AT a meeting held in May the East Walpole Tennis Club was organized for the summer, officers elected, and plans made for tournaments as usual. Election of officers resulted in the following selections: President, Edgar Tarr; Secretary, A. W. Smith, Labor Bureau; Treasurer, T. G. Wright, Mill Office; Chairman of the Tournament Committee, Frank Clem, Floor Covering Plant.

It was voted that dues of $2.00 a member be charged. Membership in the Club is limited to men over eighteen years of age, who come under one or another of the following classes: employees of Bird & Son, inc., Bird Machine Co., and their families, and residents of East Walpole.

Members of the Club are not only permitted to enter the tournaments, but have the privilege of using the three courts on Walcott Avenue which are reserved exclusively for the use of club members.

Dues are payable immediately to Thomas G. Wright, the treasurer.

STANDING OF DEPARTMENTAL TEAMS

Team	Won	Lost	Average
Maintenance	2	0	1,000
Box Shop	2	1	.667
Bird Club	1	1	.500
Norwood	1	2	.334
Office	1	2	.334
Main Mill	1	2	.334

HEALTH DAY AT BIRD SCHOOL

IN observance of Health Day, which is held annually at Bird School, a special program was carried out on the afternoon of May 24. At one-thirty the entire school, which numbers over four hundred, marched in costume from the school over through the main gate of Francis William Park to the Music Court.

Here a Health play, with forty children taking part, was presented. It told the story of the search for the Fountain of Health by a boy and girl. All manner of healthful foods, exercise, and sleep came in in their turn and told of their contribution to good health. The picture accompanying this article shows the group at the Park just at the beginning of the play. A group of the "soldiers of health" can be seen at the left of the picture.

BIRD PRODUCTS

Building and Roofing Division

BIRD Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

BIRD Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

BIRD Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White American Board

BIRD Specialties

Asphalt Felt Paroid Built-up Roof BIRD Deadening Felt
Plastic Cement Roof Coating
BIRD Insulating Board

Floor Covering Division

BIRD Rugs BIRD Floor Coverings BIRD Rug Border
BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG U S
MARK
PAT OFF
WATER PROOF

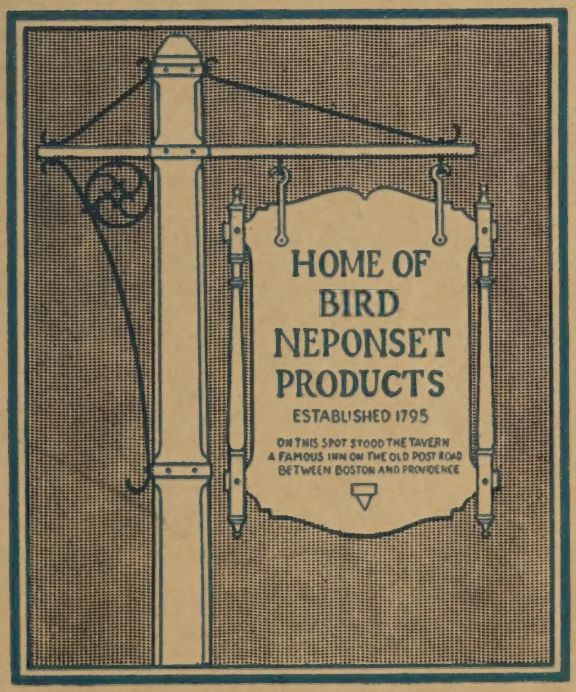
BIRD'S Neponset REVIEW

Planned and Edited by Employees of

BIRD & SON

INCORPORATED

East Walpole, Mass.



VOL. XVII NO. 7 JULY 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Special Paper Sales

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

Warehouses

BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, TULSA

BIRD'S NEPONSET REVIEW

Vol. XVII *July 1929* No. 7

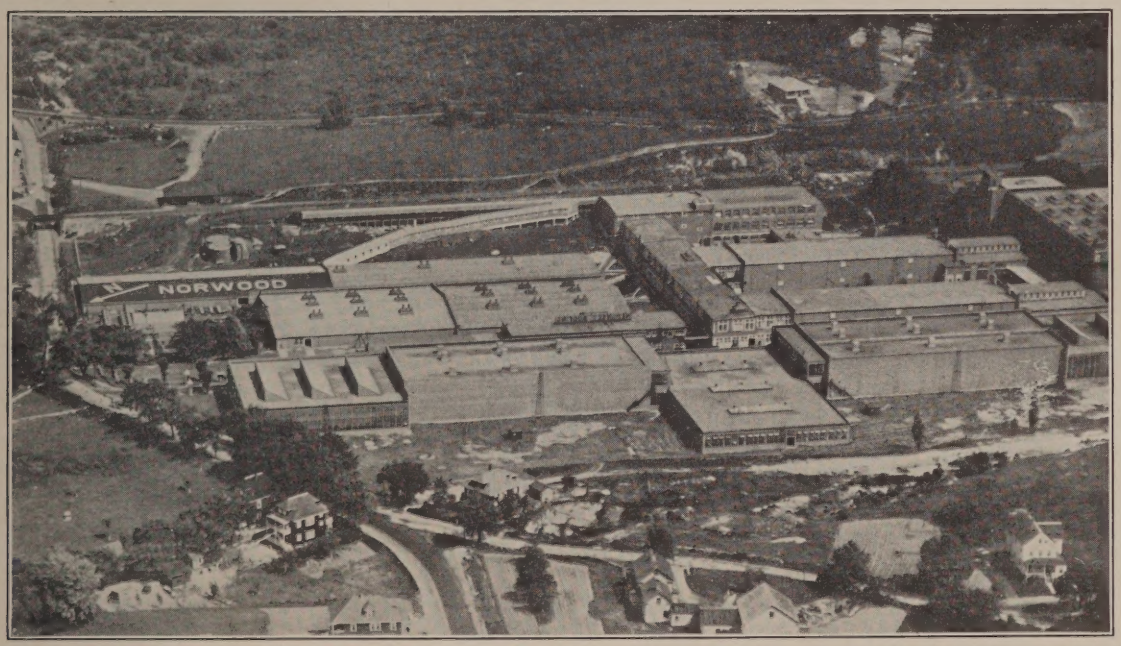
BIRD & SON RECEIVES CERTIFICATES

Aerial Markers On Our Plants at Norwood and East Walpole Identified

COLONEL CHARLES A. LINDBERGH, writing in a December issue of the Boston Globe, said: "It is simple and inexpensive to paint the name of a town on the top of some roof, and in the present day of aeronautical development every village in the United States should be plainly marked." Less than six months after this article appeared, Bird & Son, inc. had erected two such signs, one in Norwood and one in East Walpole, and had received complimentary acknowledgment of their usefulness in the form of certificates presented by the Daniel Guggenheim Fund for the Promotion of Aeronautics, Inc. These certificates, which are reproduced in this issue, were given to Bird & Son and bear the signature of Harry F. Guggenheim, President of the Fund, and Colonel Charles A. Lindbergh. They further signify that Norwood and East Walpole are now recorded as "identified" in records which are available to the Department of Commerce and the Post Office Department.

The labeling of towns, a thing to be laughed at a few years ago, has now become almost a necessity. Especially is this true of towns which are not large enough to have other means of identification. Like boards at a railway station, these signs are indispensable—more so than railway signs, in fact, because they give the pilot the only sure means of locating his exact position—a thing that is often extremely difficult in bad weather, as those who have been in the air know well.

The principal difficulty which has stood in the way of many towns' erecting such aviation signs has been the prohibitive cost of construction. Various forms and types of air markers have been devised and are now on the market, but in nearly all cases they are rather elaborate, and very expensive. A sign which would be as effective as the more expensive ones, but which could be erected cheaply, was needed. And it was Bird & Son who solved the difficulty for Norwood and East Walpole. A marker, as effective as any on the market, and made entirely of Bird quality products at a comparatively small cost, was designed by our Research Department and erected on the roof of the Floor Covering Storehouse in



New sign at Floor Covering plant, Norwood, where the experiment of using Paroid roofing for the letters was first tried. Photograph taken by L. C. McDavitt of Norwood. Courtesy R. H. Baker Co.

Norwood. This proved such a success that another similar sign was later built on No. 1 Box Shop at East Walpole.

The story of Bird & Son's share in putting Norwood and East Walpole on the air map begins with a letter written to the Company last December by Mr. Hollis W. Plimpton, Chairman of the Aviation Committee of the Norwood Chamber of Commerce, asking the co-operation of Bird & Son in painting a sign on one of its Norwood Plants.

Daniel Guggenheim Fund for the Promotion of Aeronautics

This is to Certify that Norwood, Massachusetts has completed the work of identification for the service of aerial navigation thus contributing to the establishment of a nation-wide system of transportation by air.

In recognition of this achievement this certificate is presented to Bird & Son by the directors of the Fund.

Harry F. Guggenheim, President — Charles A. Lindbergh

Mr. Wyman's reply was prompt, and an investigation was started at once to see what might be done. Prices on similar signs already built seemed unnecessarily high, and the matter was referred to our own Research Department, with the result that a new type of sign, made from our own products, clearly visible, and at only a small fraction of the expense for other signs its size, was designed. After considerable study, work was finally started on the roof of the Floor Covering Finished Products Storehouse. Letters fifteen feet high were cut from Bird's Paroid Roofing and cemented to the slate surfaced roof with Bird's Neponset Compound. The total length of this sign is 116 feet. After the letters were completed, the roof was painted black with Bird's Roof Coating and each letter was given one coat of aluminum paint. That the sign is effective is proved by the accompanying picture, taken from an airplane at a considerable height.

Shortly after this first sign was completed, it was decided to construct a similar one on the No. 1 Box Shop, and practically the same method was used in this work. The letters are of the same height, but the sign is longer, extending about 200 feet. Some difficulty was experienced with the slag roof, which is similar to a gravel roof, but it was found that by carefully sweeping off the loose slag the Paroid Roofing could be securely cemented. A Paroid block was first mopped on the roof with the Neponset Compound, and then the finished letter was cemented to it, making a smoother surface and clearer characters. A black border of the compound, filling in between the letters and extending for three feet above and below them was applied just before the final coat of aluminum paint.

Both signs, in addition to the names of the towns, carry a directional arrow pointing North, with a large letter N. Although no official reports of the signs have been made by aviators yet, unofficial reports and the proof of the pictures show how useful they may be in the future.

At about the same time that communication was received from the Norwood Chamber of Commerce, Bird & Son also received letters from the Boston Chamber of Commerce and the American Legion of Walpole, which is sponsoring the construction of a sign in Walpole Center. The Boston Chamber of Commerce showed special interest in the Paroid Roofing material upon which the sign was painted. A report on our experiences in sign construction has been sent to this department, and it is expected that it may have considerable effect in helping smaller communities to do their part in labelling the ground for aviation. The Boston Chamber of Commerce has also written to the Manager of the Boston Airport, asking him to pass the word

Daniel Guggenheim Fund for the Promotion of Aeronautics

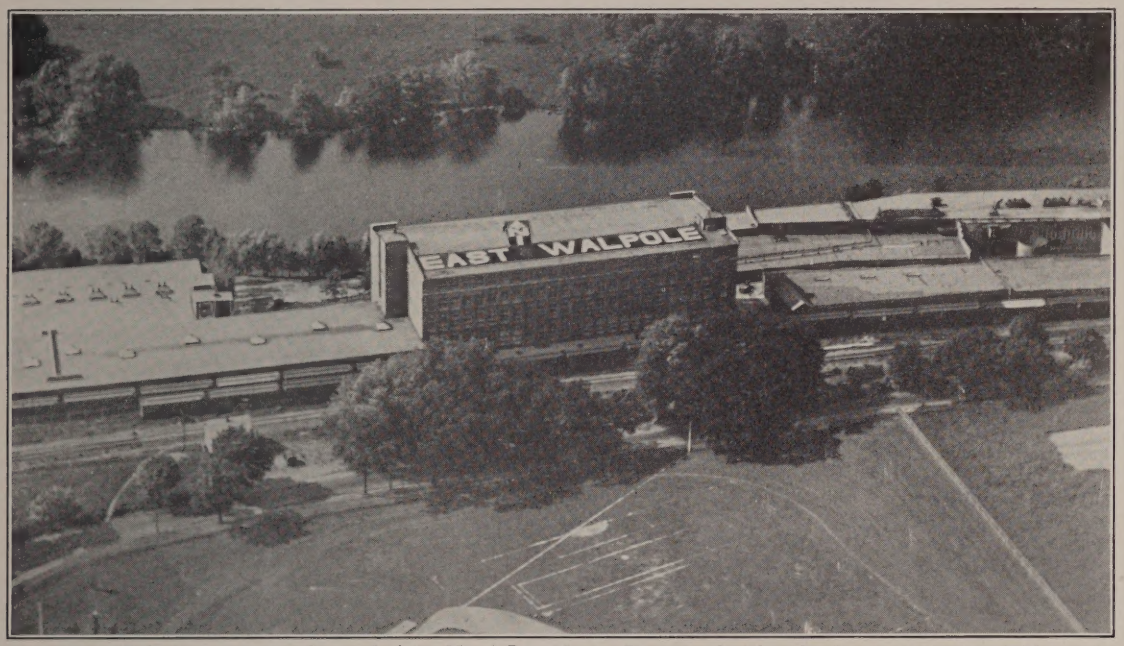
This is to Certify that East Walpole, Massachusetts has completed the work of identification for the service of aerial navigation thus contributing to the establishment of a nation-wide system of transportation by air.

In recognition of this achievement this certificate is presented to Bird & Son by the directors of the Fund.

Harry F. Guggenheim, President — Charles A. Lindbergh

around that, if any pilots are near here, they check up on the signs and let the Secretary know their opinions.

At the suggestion of Mr. Edsel Ford all Ford Dealers have been requested to report any such construction of signs to the Guggenheim Fund, and consequently, shortly after the completion of the Norwood sign, Mrs. George Lepper of Lepper's Garage, Norwood, reported to the Fund.



The East Walpole sign on the slag roof of the No. 1 Box Shop. Photograph taken by L. C. McDavitt of Norwood Courtesy R. H. Baker Co.

Later, word was sent of the completion of the East Walpole sign, and congratulatory letters were received signed by Mr. Harry F. Guggenheim, President of the Fund.

As a final recognition, Bird & Son received the certificates signed by Lindbergh which are reproduced on page 2. They read as follows:

Daniel Guggenheim Fund

For the Promotion of Aeronautics.

This is to certify that Norwood (or East Walpole), Massachusetts, has completed the work of identification for the service of aerial navigation, thus contributing to the establishment of a nation wide system of transportation by air.

In recognition of this achievement this certificate is presented to *Bird & Son* by the directors of the Fund.

(Signed) Harry F. Guggenheim, President
Charles A. Lindbergh

BIRD CLUB OUTING

AS we go to press, final arrangements are being completed for the last and most elaborate of the Bird Club parties of the year—the annual outing—to be held on June 29 at the Shore Gardens, Nantasket Beach.

The party will start at 1.40 p. m. from the square at East Walpole, members of the club making the trip in private cars under the direction of a police escort which will accompany the convoy the entire distance. Immediately after the arrival, a full-course shore dinner will be served with Boiled Lobster as the main attraction.

One other scheduled event is on the program—a baseball game between the married and the single men. Both teams will, of course, be evenly matched as to amount of dinner stored away, as statistics show that married men eat just as much as, if not more than, those who stay single, but there is some speculation as to which team will finish second. There is some talk that the married men will have an easy victory, since many of the single men are being recruited from the ranks of the Bird Club, whose team is reported to have suffered heavy losses in its departmental games.

After the game the members will adjourn to Paragon Park and the beach where they will enjoy themselves until their money gives out. There will be no convoy on the return trip, and the individual members will set their own time for the return to East Walpole.

GET IN TUNE WITH SAFETY

CAN you imagine how a band or orchestra would sound if every player thought he were playing a solo? But they don't do it that way. They follow the conductor's baton—fast or slow, loud or soft, as he directs. The different instruments make their entrances at the proper signal. Every man knows he has his part in making the performance a success or a flop. We can't think of a better example of team-work.

Get In Tune, Brother!

When you're scraping a fiddle or tooting a saxophone at home just for the fun of it, you can play as soft as you like or as loud as the neighbors will stand for. But when you take your place in the band, you must set your pace with the rest of them.

Every company has certain rules which have been found necessary in carrying on the business. They make it easier for both new and old employees to know what is expected of them. Among the most important rules are those relating to "accident prevention" and every man who accepts a job should be willing to obey them.

Just last month we had two examples of this. One happened right here at East Walpole and the other at Chicago. The local young man, as explained in our Safety Standing Bulletin, neglected to follow the nurse's instruction and see a doctor promptly. Result—infection set in and a needless lost time accident resulted. The other case at Chicago was similar except he objected to the doctor's treatment, saying it was his leg and he guessed he could do as he pleased. Result—another infection and lost time accident.

Clearly two cases of men being out of time with the rest of their fellow workers. Our Safety rules are well defined on injuries. They are, as you know:

1. Report to your foreman at once.
2. Go to hospital for first-aid if he advises.
3. Follow nurse's and doctor's instructions.

Norwood Plants Still In the Lead

A GOOD natured rivalry is going on at our Norwood Plants—for if and when the Building & Roofing Mill has the great misfortune to have an accident, then the crown will pass to Floor Covering next in line. This latter plant is carefully guarding its steps to see that it also does not totter.

The Building & Roofing Mill has now gone since October 10, 1927, without a lost-timer. The Floor Covering since September 26, 1928.

Next to these two leaders comes Phillipsdale. This division you will recall made a splendid run from March, 1928 to March, 1929 without an accident. Then a simple strain brought their record to an end for the time being. However, DP was not discouraged and at once started for a new and longer run this time. It has now gone nearly three months.

No. 2 Box Shop was another of the unfortunates. It made a ten months no-accident run which ended because of a strain. This was in April. They also are out to do better this time.

Next in line comes the Paper Mills with three lost timers so far this year. This is equal to last year's number for the same period. However, it must be borne in mind that this division got off to a bad start the first month, went February without any accident, had one in March, but none during the past two months.

Then comes Engineering and No. 1 Box Shop respectively. These divisions, although near the foot of the Safety Standing, have bettered their last figures considerably.

Chicago occupies the cellar position. Five accidents this year against one for the same period last year. Come on, Chicago, snap out of it. Remember your excellent record of only three lost timers last year. What you have once done, you can do again.

Don't look to the other fellow for a fine Safety record in your department. It is up to you personally to watch out for yourself and your fellow workman. The accidents that we are "dead set" against are those directly due to carelessness—didn't think—too minor to report—didn't want to bother the foreman about.

You don't want to be known as a careless workman or Safety slacker—Practice Safety *at all times*.

NEW LAW AFFECTS ASSIGNMENT OF WAGES

GOOD news for those who have been the victims of unfair assignment of wages comes with the announcement that Governor Allen has recently signed a bill which requires the written acceptance of the employer along with the assignment. Many people, accustomed to buying things on the installment plan, have not realized that when they signed the order, they at the same time assigned their wages. Most contracts formerly read this way.

Only when the goods delivered were unsatisfactory, or not as represented, and when these people refused to pay up on their installments, did they discover that the dealer could make withdrawals from their wages. Many unscrupulous dealers have used this method in the past as a scheme for making easy money. Once they had a man's signature, they had complete authority to collect the unpaid amount of the bill from his wages, regardless of whether they had given the customer a fair deal or not.

The new clause in the bill on assignment of wages reads as follows: "No such assignment or order shall be valid unless the written acceptance of the employer of the assignor, and, if the assignor is a married man, the written consent of his wife, to the making thereof, are endorsed thereon or attached thereto." "Translated"—and minus the thereons and theretos—this simply means that no dealer can require a man to assign his wages for any purchase unless the dealer obtain the signature of the employer for whom the customer works. If the customer is a married man, his wife must also sign the contract.

As a recent bulletin from the Boston Better Business Bureau states, this will not in any way make it more difficult for a dealer to collect a proper bill, but it will put a stop to dealers selling misrepresented goods and then forcing payment on them.

Therefore, in future just as in the past, Bird & Son strongly advises that its employees refrain as far as possible from buying things on credit. If, however, any one finds it necessary to buy some important article and has no ready money with which to purchase it, the remedy is not to buy upon the installment, but to apply to the Credit Union for a loan with which to pay the bill in full. Such loans can be easily obtained for any reasonable expenditure, and the rate of interest charged by the Credit Union is far cheaper than the extra charge on an installment plan of payment.

Think twice before buying on credit—and then get a loan from the Credit Union and pay your bills promptly.

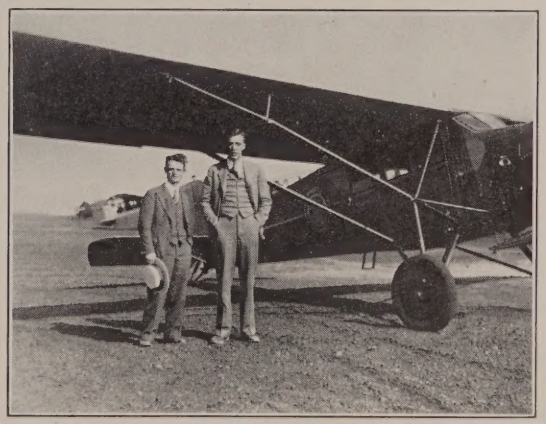
SUGGESTIONS

THE following suggestions were accepted in June, and classified as reducing costs of manufacture, with an award of $10 each:

Stellite face on shartle beater roll	John Broadley, EMM
Visible control of orders in FXD	H. A. Hart, Jr., FXD
New method for applying oil to slate	John White, FBM

The following were put in the class representing suggestions of intangible value, with an award of $5 each:

Method of keeping sheet clean	Clifford Banks, DPP
Holder for slitters	Michael Cronin, DMP
One label on a roll	C. A. Delphy, FBT
Fix step at FF8 to prevent danger from ice	Nunzianto Famingletti, FFY
Signal for DMPM5 pumps	Vincent Grudinsky, DMP
Creasers for special work	George Holland, FXG
Shorten ductors on dryers	D. A. Jones, DMP
Shelf for stencil brush	Lewis Keddy, DMP
Phillipsdale mail	Edward Knaus, P
Locking device for tripper handle on cutting machine	Harley Lageschult, FFR
Put angle irons in back of all miehles	Arsene Marchand, FXR
Eliminate steam connection between steam main and return main	Dan McDavitt, EMP
Step at No. 93 dryer	Herman Nordstrom, DMP
Shelf at FXBM17	Phyllis Palumbo, FXB
Tractors	Douglas Rafuse, FBV
Method of using foam killer	Dan Reardon, DMB
Care of arbors at DMPM5	Peter Rucstalis, DMP
Wire holders	Ralph Simmons, FBP
Box for lighted cigarettes at entrance of FX1	Bruno Stravinsky, FXF
Improvements on slate boxes	Michael Sylvester, FBP



Lawrence C. McDavitt, Photographer, and Lieut. Herbert Oberting and the plane in which they took views of the Bird & Son plants. Lieut. Oberting is pilot for Mr. Baker of the R. H. Baker Co. which installed the steam line running from the Main Mill to the Norwood plants. The plane is a Curtiss Robin cabin monoplane

TOLERANCE

The most lovable quality that any human can possess is tolerance. Tolerance is the vision that enables us to see things from another person's point of view. It is the generosity that concedes to others the right to their own opinion and their own peculiarities. It is the bigness that enables us to let people be happy in their own way instead of our way.

—Philadelphia Public Ledger.

SOCCER TEAM PLACES SECOND IN LEAGUE

AT the close of our first half schedule in the Boston and District League, we held third place, Smith and Dove standing first in the Soccer League, and the Portuguese Americans second. We entered the second half fully confident of capturing the gold footballs awarded to the winners. The gold footballs finally went to the Portuguese Americans of Cambridge, but Bird & Son listed as runner-up.

Our first game on April 27 against the powerful Smith and Dove combination ended with the final score Bird & Son 3, Smith and Dove 4,—the result of a missed penalty kick.

Because of the shortness of the season, we realized that our next game must be won, but again it was not to be, and at East Walpole on May 4, the Portuguese Americans won by the score of two to one, after being outplayed most of the game.

The next encounter was with Beacon Oil at Sullivan Square on May 11. The Oilmen's team was ahead two to one at the final whistle, but only after Bird & Son had hit the post enough to win two games.

On May 18, Smith and Dove came to East Walpole, and we were able to put on the field our best team, which won from the champions by two goals to one.

May 25, the Norwegian Americans came to East Walpole. Before the game started, their manager forfeited three points to us, in order to play unsigned men. A game was played, and the visitors won by four goals to three.

Fore River Shamrocks, who were suspended from the League, gave Bird & Son two points, and Beacon Oil dropped two points to us.

On June 8, the final game of the season was played with the Portuguese Americans at Blake's Field, Cambridge. Four of Bird & Son's regular players were absent because of sickness or slight injury, and the result was a four to one victory for the Portuguese A. A. This was the only league game in which more than one goal separated the teams at the final whistle.

On June 15, we went to Andover and played Smith and Dove in the first round of the James M. Curley Cup Competition. Our team was again broken, and was easily beaten six to one.

Players during the season are as follows: Arthur McKenna, Captain, Walter McKenna, Jack Smith, Frank Milliken, Carl Clem, Maurice Tarr, Robert Havaran, Thomas May, Robert McLaughlin, Harry Benson, Sam May, James Mullin, Ernest May, Robert Davidson, John Mullin, Stephen Wilson, and Adam Scott.

Bird & Son Soccer Team, left to right. Back Row: John H. White, Maurice Tarr, Carl Clem, Robert McLaughlan, Patrick Campbell. Second Row: Thomas Connelly, Robert McLaughlan, John Smith, Walter Mc Kenna. Front Row: William McLaughlan, Thomas May, Sam May, Arthur Mc Kenna, Ernest May, Robert Havaran

BENEFIT ASSOCIATION PHYSICIANS

FOR those Mutual Benefit Association members who may not understand fully the extent to which they may call upon the services of the Physicians employed by the Association, we wish to make the following statement:

Every person who has been a member for thirty days or more may make calls at the office of the doctor, or if necessary may call the doctor to his home, provided he lives within the district in which the doctor usually practices. In either case, there will be no charge for such service. Physical examinations may also be had at any time without charge.

Three doctors are employed by the association Dr. Connell of Walpole, Dr. Hagerty and Dr. Field of Norwood. Any of these doctors will practice in either Norwood or Walpole. The office hours of all three are the same: 2.00 p. m. to 3.00 p. m. and 7.00 p. m. to 8.00 p. m.

Mr. Guttormsen Badly Burned

Just as we are going to press, on June 28 an accident happened to Chief Engineer, Paul A. Guttormsen.

As he was putting a 600 volt oil switch into service, there was a sudden flash. This and the scalding oil caused very painful burns about his face, neck and hands. His clothing caught fire, but was quickly put out with the aid of Marshall Grant and Joe Donovan.

Mr. Guttormsen was taken to the Norwood Hospital. We are pleased to report that his condition is good and that he is resting as comfortably as can be expected.

ROMANCE IN RC

A young man *John-son* of Adam fell in love with a beautiful maid.

His affair did not progress rapidly as she was *Schaier* than a bird.

She shall be mine, (said he) even if I am obliged to take a *Roundy*-bout way to *Win* her.

So now he began in *Ernest,* and very soon we saw a *Dimon* sparkling on her finger.

When we offered our best wishes, (she said) *Gladys* a mild word to express my feelings and happiness.

So they were married.

She made a beautiful bride, with a *Garland* of bridal roses woven in her veil.

Now, where shall we go on our honeymoon? (said he).

She replied, I have never been abroad so lets go to Europe, on the *Rivera.* So they went.

We all went to the pier to see them off. We, in our eagerness arrived first—but soon we saw them come driving very slowly in a *Hanson.* (If this word needs explanation I'll give it.)

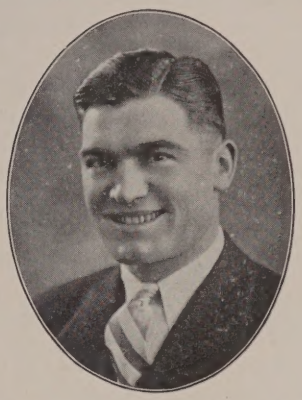
She surely made a lovely picture dressed in an ensemble of richest *Brown.*

After they sailed, I noticed several of our crowd *Noddin* so I suggested going to our various *Holmes* for a much needed rest.

"A little nonsense now and then is relished by the best of men." Mrs. F. E. Holmes.

FRED DUNCAN APPOINTED COACH AT ONEIDA, N. Y.

IT is with pleasure that we read in a recent issue of the *Walpole Times* that Fred Duncan has received the appointment of athletic coach at the Oneida High School, Oneida, New York.



Fred Duncan, athletic instructor at Francis William Park who will coach at Oneida High next fall

Duncan, who graduated from Springfield College this June, has worked summers for Bird & Son since 1918 and has played center field on the Bird & Son baseball team for several years past.

This year he has entire chage of all athletic activites at the Francis William Park.

In his new work he will coach football, basket ball and baseball.

At college Duncan was a three letter man and the president of his class and of the Student Association. He was recently elected to Kappa Delta Phi, the honorary society of Springfield College.

He is the son of Mr. and Mrs. Fred B. Duncan of Washington Street. Mr. Duncan is master mechanic in Department EM.

Fred's many friends in Bird & Son take this opportunity of wishing him every success in his new work which he will begin at the opening of the school in September.

MAIN OFFICE FIRE DRILL

FIRE drill for all those in the Main Office was held on June 13 at two-fifteen o'clock, and the building was completely vacated by all except those who had fire extinguisher stations, in two and one-half minutes.

Considering the fact that practically all the records were put away by the employees before leaving the building, this is a rather good record. The first of the line of employees were out of the building twenty seconds after the alarm was given.

No man can be truly educated or successful in life unless he is a reader of books.

—Benjamin Franklin.

BIRD'S
NEPONSET REVIEW

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Staff Artist J. E. Alcott
Photographer C. T. O'Connor
Circulation Manager A. S. Blaney

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GETTING ON THE MAP

TWO small certificates that look for all the world like the shingles of a fraternal order have recently been presented to Bird & Son. These certificates, as you have probably read from the article on page one, were given to the company by The Daniel Guggenheim Fund for the Promotion of Aeronautics Inc., and bear the signatures of Harry F. Guggenheim and Colonel Lindbergh.

But it is neither the certificates nor the signatures upon them that are of the greatest significance. What they stand for is of real importance. They show that both Norwood and East Walpole are literally "on the air map"; that they have shown themselves progressive towns doing their share in helping to establish and make safe the most modern means of transportation—air service. The Chamber of Commerce of Norwood, the American Legion of Walpole and other public officials in Washington and Boston who conferred with Bird & Son and gave valuable suggestions as to sign construction have won our sincere thanks and congratulations.

And a further word of praise is due the Bird & Son workers who not only designed and erected both aviation signs, but who, in addition, devised a method of sign construction much cheaper than any other of which we know. By using Bird Products—principally Paroid roofing—we were able to build a sign successfully on a slag or gravel roof. The problem of painting a sign on such a roof has long been a hindrance to towns which were not able to afford anything more expensive than a simple paint job. The very effective sign recently completed on the slag roof of No. 1 Box Shop is proof enough that Bird & Son has solved the question.

It is a pleasure to receive and accept the certificate signed by Lindbergh, and it is twice a pleasure to know that we have helped put Norwood and East Walpole, and in the future perhaps numerous other towns, on the "map of the air."

A CAPITAL ASSET

IN Chicago is a concern whose president is the idol of the whole organization, though he is an exceptionally strict disciplinarian, doubtless due to the fact that he is an old Navy man.

"Why does everybody in your place worship your president?" one of the department heads of this business was asked by an outsider.

The department head floundered around mentally, trying to formulate a satisfactory explanation. Finally he said, "Well, whenever anyone in this office goes in to see The Chief, no matter how busy he is or how troubled, or no matter how serious the situation which makes the visit necessary, The Chief always looks up from his desk with a big friendly smile."

Of course, this department head failed to bring out several much more fundamental qualities of the president's: his loyalty to the organization, his squareness and his fineness of character. But that is just the point: it is the little contacts in business that impress people most. Of what avail is friendliness and good-will if it does not show in the face?

Only the other day the president of a New York bank called one of the junior officers into his office and remarked, "You would be worth $5000 more a year to this bank if you would smile every time anyone comes to your desk."

Every executive could look up from his desk with a friendly smile if he would school himself to do so, and his business day would be happier if he did, to say nothing of the greater influence it would give him with his associates and customers or clients.—From "Business Chemistry," published by Skinner, Sherman & Esselen, Inc.

THE NEW MONEY

BY the time this issue of the *Review* reaches your hands, you are very likely to have (or have had) in your pocketbook one or more of the new sized dollar bills. This new currency, which is six inches long and two and a half inches wide, is to be put in circulation on the first of July and will replace as fast as possible the old large-size bills to which we have been accustomed.

Commenting on this new money someone has said, "It will be easier to handle, easier to spend, harder to counterfeit and just as hard to get hold of as the old greenbacks." It is estimated that this change in paper money will save the United States some four million dollars a year. How much the tanneries and leather companies will make in manufacturing new and smaller size bill folds has not yet been estimated.

HEALTH NOTES

You Can Be Healthy in Hot Weather

By C. O. Sappington, M.D.
Director, Industrial Health Division,
National Safety Council

DIET, water, and clothing are three essentials in hot weather health and comfort.

Your breakfast on work-days should consist of light foods. During hot weather soups and broths are better than too much solids. Liquid nourishment generates less heat than solids and liquids are essential to sufficient perspiration.

The largest meal of the day should be eaten after work and should consist largely of vegetables, fruits, and foods which agree with you.

Free sweating is necessary in keeping your body at normal temperature. To encourage this, you should drink at least three pints of water. Water should be merely chilled, not cold, and should not be taken too fast or too much at a time. When a person stops sweating it is often a danger sign and he should rest until perspiration starts again.

Alcohol and work do not mix satisfactorily. Alcoholic beverages lower vitality, produce a great deal of body heat, and prevent the body throwing off poisons properly.

Clothing of light and porous nature is better than heavy clothing since it allows the body heat to escape. As such heat escapes, it helps to cool the body by evaporating the sweat.

Cooling off too rapidly is one cause of exhaustion and cramps. Having a coat or sweater handy when you quit work is one precaution against getting chilled. If you can cool off to some extent before starting home you will be in better condition the following day.

Taking frequent baths provides one means of keeping the skin healthy and providing sufficient sweating. Baths should be cool but not cold.

Sufficient sleep is necessary for health. Continued loss of sleep is responsible for a great deal of ill-health during the summer. Your body must rest and recuperate from the effects of your daily routine.

Remedy for Sunburn

Prescribed by the Hospital

Prepare a saturated solution of Epsom salts—about a pound dissolved in two quarts of cold water—and apply with a compress to the parts affected.

LIBRARY NOTES

THE popularity of New England as a summer resort of visitors from all points of the country suggests to us that perhaps it is the best place in which to pass our annual holiday weeks. Accordingly, in our library we have set aside a number of books on New England, past and present. The railroads have generously supplied us with guide books describing points of interest, with a list of hotels, rates and capacity. It is well worth while to consult them if vacation plans are not fully matured, or if you are looking for suggestions for side trips, which add so much to an outing. Our "Vacation Guide" contains a list of boarding places which have been especially investigated and can be highly recommended.

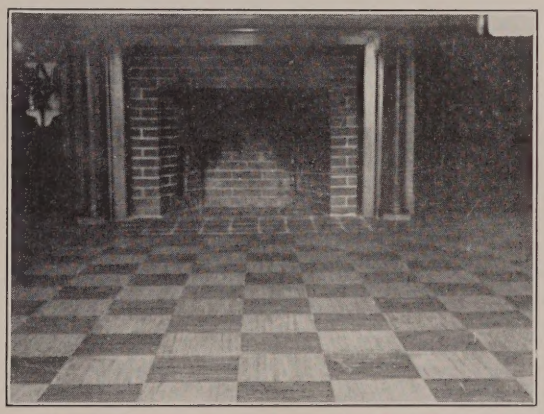
Recent acquisitions:

Books of travel, far and near:

Cleared for Strange Ports	Roosevelt
Hunting in Africa	Curtis
Safari (African Travel)	Johnson
Touring New England	Whiteside
New England and Its Neighbors	Johnson
Historic Towns of the Connecticut Valley	Roberts
The Latch String	Emerson

Fiction:

Expiation	Arnim
Son of the Gods	Beach
Frontiersman	Bindloss
Deep Waters	Gray
Joyce	Hanck
Devil and the Deep Sea	Jordan
Dodsworth	Lewis
Virgin Queen	Powell



Section of the dining room floor at the Bird Club, covered with the new Bird Tile Floor Covering

BIRD TILE ON THE MARKET

AN announcement of interest to Bird & Son employees has just been posted on the bulletin boards. Bird & Son is now manufacturing a new Tile Floor Covering different in composition from anything the company has made before.

In order to put this product on the market, limited amounts are being offered to employees at special prices. It is the intention of Bird & Son to use these as demonstration floors, and the company reserves the right to show these floors, when completed, to its customers or prospects.

Orders for this Tile should be placed with the Floor Covering Sales Department in the Main Office.

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Clem*
Myrtle Mayshaw

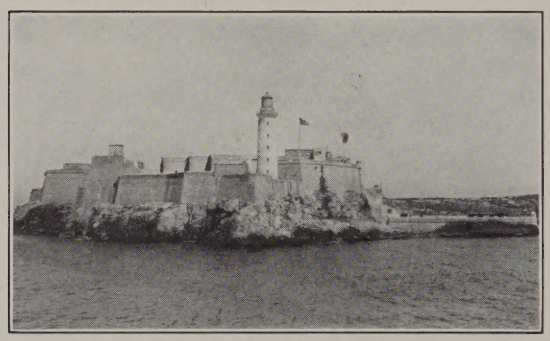
John Donovan had the day off on the 10th of this month to attend the Boston College Class Day exercises.

Peg Owens enjoyed the Simmons College Class Day exercises which she attended with one of her friends.

We were sorry to see Art Le Blanc leave for Florida on Mr. Van Hoy's territory but we are sure he will enjoy selling and the change from East Walpole.

We welcome George Dobler to the department as correspondent on Ken Baxter's work. Ken has taken over Art Le Blanc's work on southern territory.

Betty Lamore is spending a week of her vacation at the Cape. We don't have to worry about Betty enjoying herself.



Morro Castle, Havana, Cuba. Taken by Sabina R. Costello.

Some of the girls attended a Bridge Party at Bertha Kannally Yadisernia's new home in Franklin. They had a pleasant game and enjoyed refreshments.

Hannah Flavin took home a prize from the Bridge Club's Banquet at the Weber Duck Inn. Keep up the good work, Hannah.

Eva Gifford has left on her vacation to be married on the 22nd of June to Mr. Arthur Knoll of Norwood. We expect Eva back to work again after the honeymoon. Best of luck, Eva.

We are happy to hear that Dick Winn is to be married on June 29 in Cambridge. We certainly wish our old friend and his wife the best of luck and plenty of happiness.

Our salesman Mr. Baker Lee Sears is to be married on June 22 to Miss Margaret Warren Winborn of Norfolk, Virginia. Our friend Eddie Johnson is to be Mr. Sears' Best Man which we all know Eddie is. We all send our best wishes for the future happiness of the couple.

We appreciated getting out of work at 3.30 on the afternoon of June 19. The heat certainly hits the third floor in the Main Office.

There has been a lot of talk (not complimentary) going around about Joe Hurtt's "black eye." Joe hereby announces publicly that it was caused by a tennis racket and that he did it himself.

It is indeed an inspiring spectacle to see George Dobler plodding around second base, spearing the ball with spirit from all angles, despite the inroads on his health resulting from devouring three pieces of pie at every dinner.

When the cry, "Throw it to me, Pal," rings out loud and clear, may all know that Harley Lageschult and Phil Agnew, the boys from Chicago, are performing mightily for dear old Bird Club's Baseball Team.

And similarly, whenever either Agnew or Lageschult receive telegrams over the 'phone, they may know that they originated somewhere this side of Chicago!

T. H. VanHoy, roofing and floor covering salesman, is now back on his job, after recovering from his automobile accident.

Howard Whitney AK has been passing out cigars in honor of the arrival of a son, Earl Sherwood, born Sunday, June 23.

Tony Dornig enjoys her horse-back riding and fishing trips. After both Tony was right at her desk as usual and deep in work.

Alice Field had a very enjoyable week's vacation in Washington, one day of which was spent visiting Mrs. A. D. Kilham at Charlottesville, Virginia.

Two new correspondents have joined the Building and Roofing Sales department: Harold D. Murley, who transferred from the Accounting department, and Arthur S. McCarthy.

The recent Fire Drill was a great success—even to the smoke, produced outside the building by the sales correspondents' cigarettes. May Walsh did a real publicity stunt by falling down stairs. She is now receiving contributions for a new pair of hosiery.

On Monday, June 17, Julia Clem became Mrs. George Lynch at a very pretty marriage at St. George's Church in Norwood. Following the ceremony, a reception was held at Rainbow Gardens.

Winifred Rhind, Sabina Costello, and Helen E. Randall spent a week-end recently with Mrs. Foss at the Folsomdale, Onset, Mass. Ask Sabina who put the watch four minutes ahead!

PAPER MILLS
East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

Summer is here to stay—witness the pineapple haircuts on Mike McDonough and Joe Rosevitch.

John Reddy of No. 4 Machine moved into his new home on Lincoln Street a week or two ago.

Harold Doderer has been transferred from No. 4 to No. 5 Machine.

Arthur Andrews has been transferred to the Waste Water Department.

Oldest House in the United States, at St. Augustine, Florida. Taken by Sabina R. Costello.

James Donavan of No. 5 Machine is now chief pilot for a Ford Sedan.

Peter Folan has just spent a week at Nantasket Beach, and Frank McDonald has just returned from Onset.

Peter is still in the crow business, he tells us, and announces that he still has a few birds left which he will sacrifice at five dollars a pair.

James Houlihan has been caught several times riding in a new Ford Coupe. We gather that he must own it.

Pat Egan, our respectable traffic officer in the square, was going in town one day and offered to buy a pair of shoes for a certain worker in the mill. He delivered the shoes all right, but it was soon discovered that they were not mates. Moral: Watch your "steppers," Pat!

John Curran and Bill Carberry, when returning from the Cape recently, took a trip into the air at the Brockton airport. "Never again," says John, "while he is conscious."

John H. Maguire had some paint brushes he wanted cleaned the other day, so he brought them in. They were quite full of paint, so he decided to let them soak in the cleaning solution. When he got back some time later they were "cleaned" all right—nothing was left but the handles!

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

We welcome Robert McLaughlan, a new worker in EMW.

Kenneth Carpenter has left us to take up a new position in Ontario, Canada.

It looks good to see Dan McDavitt back at work after his recent illness.

Henry Hudson, a new man, has just started work in EMT.

Jerry Cullinane, EMP, has just returned from a very enjoyable week spent in Washington, D. C.

Frank Hartig has been transferred from the VL mail service to EM office for the summer.

John Broadley recently celebrated the twenty-fifth anniversary of his wedding with a surprise party at his daughter's home. John has also recently bought a new house on Coney Street, East Walpole.

George Lynch, who was recently married to Julia Clem of the Main Office, has announced that he and his wife will live at 27 West Street, Norwood, on their return from their honeymoon.

Robert Kaill has recently left ERE to take a position in Foxboro.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Three transfers have taken place this last month. Jimmie Blessing has been transferred from DPL to DPB, Lewis Jennings from DPE to DPH, and Adam Wocikn from DPB to DPC. We hope these men will like their new work.

The new Autocar truck recently acquired by Bird & Son for special dispatch

Clifford Banks received a check for his third accepted suggestion this year.

John Madeiros, Jose Avila, Jimmie Cicerelli, Tony Sousa, and Walter Gill have all had their service vacations. In addition to these Bill Callen, Charlie Cyranock, Leslie Howard, and Lloyd Allen have also had all or part of their vacations.

Sebasteado Martians left us Saturday, June 22, for a leave of absence during which time he expects to visit his home in Portugal.

On May 29, Ed Vatcher, from the beater room, married Miss May Cruise of Providence.

Among the new cars this month we have to report are George Hawley's new Buick, Charles Cyranock's Studebaker, Bus Richardson's Pierce Arrow, Jack Matthews' Star, and Henry Lada's Whoopee Lizzy.

Special mention should be made of the sport model Ford which our office boy, Al Barratt, has just purchased from the Fresh Air Taxi Cab Company complete with double tire carrier and French horn. It is understood that he expects to run a taxi from the plant to the car line as soon as he can get some good rainy weather.

We had a story to tell of John Davis this month but since we understand he, like Lindbergh, is getting tired of fame and publicity we are not putting it in.

The new Safety Committee for the last half of 1929 has been announced as follows: Rex Salisbury, chairman, Lloyd Allen, secretary, John Harrington, Nazario Costa, William Nassall, Charles McLoughlin, Joe Betencourt, Arnold Manchester, and Edward Roy.

Manuel Perry is quite proud of his new Ford truck. The only trouble, he says, is that he can't get both feet in at once.

Leroy H. Nordstrom, nine months' old son of Herman Nordstrom of No. 5 Paper Machine

This is all right now but it will be rather hard on him when winter comes.

Our transportation equipment has also been augmented by a new trailer.

Jimmie Cicerelli wishes it announced that he has thrown away the pair of shoes, one of which he had tapped some time ago.

Scotty, on the paper machine, says he is going to let his young son have some Scotch fireworks for the Fourth. The noise that comes from Scotch fireworks is made by snapping one's fingers. He is teaching his son the trick now.

The street in front of Joe Perry's house has recently been refinished by the town and for the last month or so Joe has been mixing cement to fix up the wall and steps in front of his house. It looks pretty nice there now.

We understand that Joe Silva has been calling up the police in some of the surrounding towns. Next time perhaps Joe will look some of these numbers up when he starts to call his lady friends.

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzber*

Stanley Palleiko spent his vacation this year painting his house—and he did a good job of it too.

We welcome two new members to FXC: Robert Graney from the University of Maine, and James Ellis, a recent transfer from FBV.

Herman Lauble has returned from The Building Products,

Ltd. plant at Portneuf, Canada, where he visited recently on a business trip.

We are sorry to report that John Goonan is kept from his work by sickness.

George Holland, formerly of FXG, has left Bird & Son to take a sales position with a Boston concern.

John Muse is the proud father of a baby girl, Priscilla May, born June 1.

Larry Doane has been spending his week-ends at Barnstable, acquiring plenty of weight and plenty of tan.

DMK workers are wondering if Mrs. Rafuse has taken a fancy to flying, as she has been seen recently at the Dennison Airport at Atlantic.

A corner of the new Floor Covering Laboratory in the Engineering Building. Frank Reynolds is seated at the desk

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

Victor Mackela of FBF was married last week and invites all the boys up to see him. Congratulations, Vic.

Four men in FBF are now taking their vacations: Andrew Mannimon, James Porshinsky, Michael Mohan and James Marcus.

Charles O'Connor has recently acquired a thirty-foot sloop which can be seen sailing before the breeze off Pemberton almost every evening and week-end. He will soon be ready for Sir Thomas Lipton.

Carl Altonen, recently discovered catcher for the Norwood plants and ex-Norwood High baseball and football star, who held up his vacation two days to catch against the Bird Club team, is now enjoying himself at Sandwich on the Cape. He reports good fishing and beautiful women in abundance.

Helmar Eklund who resigned about one year ago to take charge of a large estate at Centerville on Cape Cod, has returned to his old position on No. 1 Machine.

Joe and Charlie Bilotta, who have been with us for a number of years, have both gone to Italy for a visit. They intend to remain for about a year.

We are glad to welcome John Ruskis, FBF, back on the job after a long sickness.

Granville Baker is a member of the FB fire department. His knowledge of fire-fighting came in handy recently when his car caught fire in Westwood. Granville and one pail of water were master of the situation.

The Main Mill boys may be good ball players, but Dick Stoddard wishes they would keep out of his way when he is trying to steal second base. A fractured shoulder-blade isn't the most comfortable thing to carry around with you.

James Loughman recently attended the famous Irish Fair at the Boston Gardens. Not only did he sample the real-Irish Corned Beef and Cabbage, but he came back gloating over the beauty of the Irish colleens, straight from the old country. "Just like home," he said. He also had his fortune told, and learned with some surprise that he had three daughters. He is still looking for them.

Joseph MacGregor of FBPM7 spent his week vacationing in New Hampshire and at Nantasket Beach.

Arthur McKenna, FBSM, is quite an expert at repairing and changing tires. Three in one noon hour is his record!

The newly-introduced game of quoits at FB is keeping everybody busy these noon hours. At present the first string combination of Conroy-Johnson-Smith-White is far ahead in skill and poise. The first two named are seriously considering challenging the community at large.

Kenneth Stuber Jr. was born on the 26th of June at the Norwood Hospital. His father works in FBB.

Several transfers from FBV have been made recently: V. D. Gronroos to FXG; James Ellis to FXC; and Ralph Clifford to FBY.

Roy Packard has moved from Davis Avenue to 278 Dean Street.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

O. B. Schreen had his car washed the other day, and it's not a year old yet.

Miss Baldwin, who has been operating the switchboard for the past year, left on Saturday, June 15, to prepare for her wedding to Mr. Arthur Glennie. She was presented with a bridge lamp by the office employees.

Miss Leonhardt, a former Bird employee, is taking Miss Baldwin's place at the switchboard.

"Bill" Wilson and Erich Gach spent the week of June 8th in the Iowa territory.

We are glad to welcome Miss Florence Olson into the Bird Family. She recently started to work in the Accounting Department.

We are glad to learn of the improved condition of Mrs. Andres' health since her recent operation at St. Luke's Hospital.

A Suggestion Committee meeting was held on May 29 and several very good suggestions were accepted by the Committee.

"Louie" Freeman, who has been with Bird & Son for the past 9 years, left on June 1 to go with Bell & Howell Co.,

William Brebach, Jr., is no feather-weight. He is five months old and weighs nineteen pounds. His father is W. J. Brebach of the Chicago Building and Roofing Sales Promotion force

manufacturers of moving picture machines. Louie received a handsome set of golf clubs and a golf bag from his friends here and the salesmen.

Howard Hanna has taken over the duties of Auditor and Office Manager which were formerly those of Louie Freeman's.

Jonas Johnson, Print Shop Foreman, left Saturday, June 15, for a two weeks' vacation, which will be spent at Hinsdale, Ill.

Ben Roberts, Manufacturing Manager, will leave the 20th for two weeks in Northern Wisconsin. We have been promised a mess of fish for lunch some day soon.

CHICAGO OFFICE

Ralph W. Duvall *Lillian Moe*

May was a world beater in sales in the Western Division—all the boys crashing through handsomely, even though some of the boys were laid up. Sam Creden was in the hospital in New Orleans with a throat infection and Hank Hagenbuckle over in Detroit was indisposed with a similar ailment. Both are now able to use their voices and their vocations happily.

Jim and John Riley of Houston, energetic Bird jobbers, are shown with one of their many trucks

There have been some spirited tennis matches played on our court recently, most of them finding Mr. Hird and O. B. Schreen on one side or the other.

Harold Weiss, who has been working in the Accounting Department for the past two years, left Saturday to go in the Shoe Business. We wish him lots of good luck. Harold was last year's Tennis Champion.

A Golf Game is scheduled for Saturday, June 22, between Floor Covering and the Roofing Divisions. There will be six foresomes fighting for the prizes. The place—Oak Hill Country Club.

George Allert has about decided that the saying that "Distance Lends Enchantment" is wrong because out there in Colorado when he would start looking over his day's business and see some town nestled down near the foot of the mountains and thinks he could drive over there by noon, finds out he doesn't get there until the next morning. They say that he has become so skeptical of distance he thinks every irrigation ditch may develop into a canyon until he gets across.

R. I. Holcomb gave a 9x12 rug to L. B. Price at Tulsa for the man that sold the most Bird rugs during the month of May. It was won by Mr. C. E. Martin, who sold 21 rugs.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Leon Wilson *Lester Evans*
Tom Rogers *Lawrence Gammell* *Leo Haggarty*

Howard Johnson, FFD, has gone to Canada for three weeks. Montreal is his "port of call."

Bob McKenna's two aspirations are to forecast the weather and predict wrestling bout results.

Lloyd Smith received his diploma this month from the Home Study Auto Repair School, Inc.—or at least the Hudson is running all right again!

Gus Hagman made a flying trip to Niagara Falls for a three-day stop during his two weeks' vacation.

Cards have been received from Cape Breton, N. S., where Joseph LeBlanc, FFC, is at the present time.

William Wosner seems to be running week-end excursions about New England and New York State. They say the rates are reasonable.

Clarence Russell announces the arrival of a new member to his family—a boy born on June 17.

Bartley Clancy has returned to work after a long illness of two months.

Francis Monahan is quite busy these summer nights, beautifying his garden and lawn.

Peter Alexander has just bought a new Atwater Kent Radio.

Tom McHugh has something serious weighing on his mind these days. What is it, Tom?

Stuart Nickerson is hiding behind something that looks suspiciously like a moustache.

Has my sweetie left me now???
NORWOOD MASS NEW YORK
Miss Wilma Reardon breaks all records to New York without any mishap, except for six lbs of weight lost.

Fred Brandenberg was a close second with 20. They sold a total of 185 rugs out of the Tulsa branch in May, which was over double what the sales had been running.

Mr. Holcomb made a trip from Oklahoma City to Phoenix, which is a distance of 1,561 miles. He drove and was gone two weeks and four days. He took in on the trip both El Paso and Albuquerque, making over 3,600 miles in all. Among the orders he took was a 50,000 pound car for the Palace Hardware & Arms Company, a new jobber which he opened up in Phoenix.

Our clipping bureau has sent in an article in the Jackson, Mississippi Clarion with a picture of a Bird window and a very nice write-up about it in which they mention Mr. Knapp arranged for the display for the Heidelberg Furniture Company.

Also from Camden, Arkansas, comes a clipping that the Kit Scott Furniture Company there are displaying Bird Rugs at the cooking school and that they are recommended by Mrs. Dougan, who runs that school.

Agent Hindmarsh recently received a phone call from Seller Duvall:—"Come to the cooler, I'm in cell in the cellar—bring $25.00 for Ransom." Hindmarsh found the Desk Sergeant's name was George instead of Ransom so Duvall is now free to peddle his rugs up and down the boulevards, provided he doesn't go more than twenty-five miles an hour in so doing.

Mr. Hindmarsh says that he doesn't have to go to the seashore to get what mi-lady is using for make-up and what the dandy is wearing since this new sun tan powder has come out and some of the boys have been wearing those Palm Beach suits of a Saturday.

Bird & Son's new Ford yard truck

Visitors at the Plants During July

Main Mill

Mr. H. M. Covert, New Jersey Representative.

Mr. Leo Simpliner of Bamberger and Co., Newark, New Jersey.

Mr. Gould of the Capital Floor Covering Co., Hartford, Conn.

Mr. Franklin of Gilchrist Co., Boston, Mass.

Mr. William McCarthy of the Outlet Co., Providence, R. I.

Mr. Kerr and Mr. Dodd of the Safepack Co., Millis, Mass.

Chicago Mill and Office

Mr. Kent of E. Kent & Company, Clinton, Ill.

Mr. Norbert Gartner of Gartner Roofing Co., Hammond, Ind.

Mr. Bugher of Kokomo Roofing Co., Kokomo, Ind.

Mr. Bert Hindmarsh, Floor Covering Division, Chicago.

Chicago Floor Covering Office

Mr. Paul Cosack, of W. A. Wieboldt & Company, Chicago, Ill.

Mr. Bloomberg, of J. Bloomberg Furniture Co., Waukegan, Ill.

Mr. R. W. Keeler, Indianapolis representative.

Mr. T. H. Creden, Grand Rapids representative.

Mr. F. W. Jakel, Milwaukee representative.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during July:

			Yrs.
James J. Geary	7- 9-1883	Paper Mill	46
Elmer Bartlett	7-25-1885	Vice-President	44
Thomas Graney	7- 8-1890	Maintenance	39
Martin King	7-14-1892	Maintenance	37
James Hammond	7-14-1894	Paper Mill	35
W. F. Geary	7- 1-1896	Finishing Mill	33
Eric Anderson	7- 2-1898	Maintenance	31
Andrew Mannimon	7-28-1898	Roofing Plant	31
James Hadden	7- 1-1903	Maintenance	26
H. B. Fuller	7- 1-1905	Box Shop Sales	24
Sam Graves	7-16-1906	Janitor	23
Chester H. Andrews	7-10-1907	Box Sales Manager	22
A. H. Russell	7-27-1907	Purchasing Dept. Head	22
John Graney	7- 8-1908	Box Shop	21
Fred Weiss	7-23-1909	Box Shop Shipping	20
J. W. Kelley	7- 8-1914	Floor Covering Sales	15
Wm. J. Colmer	7-11-1919	Floor Covering	10
Charles Seavey	7-14-1919	Roofing Plant	10
James Weir	7-23-1919	Floor Covering	10
John Weeks	7-31-1919	Roofing Plant	10
Martha Clem	7- 1-1924	Floor Covering Office	5
Alex Laranjeira	7- 8-1924	Roofing Plant	5
Felix Counter	7- 8-1924	Floor Covering	5
Joe Gendro	7- 8-1924	Floor Covering	5
Albert Duffy	7-11-1924	Floor Covering	5
Edward Holmes	7-21-1924	Box Shop Sales	5
B. L. Sears	7-21-1924	Floor Covering Sales	5
Andrew Onichuk	7-24-1924	Roofing Plant	5
	PHILLIPSDALE		
Edward Kelly	7- 6-1914		15
E. J. Medbury	7-19-1919		10
Antone Dias	7-28-1924		5

BIRD'S BRIDGE CLUB

CLOSING the season of the Bird's Bridge Club, the annual Outing was held on the evening of June 4th at the Weber Duck Inn. A fine dinner of Roast Duck was served.

Immediately following the banquet, the Club presented its president, Mrs. Helen E. Randall, with a beautiful bouquet of pink roses and snapdragons. Bridge and dancing were enjoyed during the rest of the evening, first prize in bridge going to Helen Goldberg, second to Mary Concannon, and third to Mrs. Nora Rafuse. About thirty members attended and voted the evening a big success. This is the last meeting of the Club until activities start for the next season in October.

Acknowledgments

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.

Mrs. I. May Kady and family.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mrs. Thomas Costello and family.

NORFOLK INDUSTRIAL LEAGUE

BIRD & SON, with three games won and two lost to its credit, has made a creditable start in the Industrial League and has shown some good ball playing.

The opening game of the season was played with Condit at Hyde Park on May 25, and resulted in a 6 to 0 victory for Bird & Son. The second game was played on May 28 with Canton at East Walpole, and while the final score showed Bird & Son the winners, the game was protested by the group from Canton and will be played over at a later date.

Third on the list was Birds' vs. Stoughton on June 1, played at Stoughton and was an easy walk-away for the home team. Final score, Stoughton 13, Bird & Son 2.

The fates seem to be against either Bird & Son's or Canton's getting a clear victory from each other, as the next time they met, on June 11 at Canton, the game ran to eight innings with a tie score of 3 to 3. This game will also be replayed.

On June 19 Bird & Son met Curity of Walpole for the first time this season and won by the score of 4 to 2. On Saturday, June 22, Condit journeyed to East Walpole to play its return game, and was beaten a second time in a close game with the final score 2 to 1 in Bird's favor. In the fourth inning of this game, Bob Graney, shortstop for Bird & Son hit the first home run of the season—a deep ball almost to the fence in left field.

Batting averages of those Bird & Son players who have played in two or more games are given below:

Name	AB	H	Average
Julian Smith	7	3	.430
Eppich	14	5	.358
Oakes	18	6	.333
Graney	10	3	.300
DeCosta	15	4	.263
Lombardi	17	4	.233
Fitzgerald	15	3	.200
Vietze	18	3	.167
Ernest Smith	13	2	.154
White	21	3	.143
Erker	7	1	.143
Bradley	11	1	.091

Twilight League Standing On June 25th

	W	L	Pct.
Norwood Press	5	0	1.000
Bird's	3	2	.600
Curity	2	3	.400
Canton	2	3	.400
Condit A. A.	2	4	.333
Stoughton	2	4	.333

SALESMAN ED JOHNSON PLAYS "FOLLOW THE LEADER"

THE all-time prize for salesmen's memorandums goes to Ed Johnson of Pennsylvania Floor Covering District. It is worth reprinting in full. It is dated May 17 to John Donovan and reads:

"Boy, I pulled a good one today! I was driving between Mercer and Franklin just after noon and not thinking about much of anything except the good lunch I just had, and what I'd do with a million dollars—if I had it. The road was brand new—a stretch about twelve miles long that had just been opened up. All of a sudden it occurred to me that there was a particularly tough detour at the end of this road that caused untold cursing and gnashing of teeth the last time I was through. Lo and behold, I came to the spot and the road was open. My joy so overcame my naturally stable spirit that I almost decided to take the afternoon off.

"About half a mile down the road my joy was suddenly squelched, for a long stretch of cars was slowly winding its way toward me. The car at the head of the line stopped and suddenly turned into a side road, and the other cars followed slowly and sedately. Says I to myself, here is where I pull a fast one. All of these monkeys have run into a closed road down below, and have had to come back. I'll just bust right into this line and save myself from going away down to the place where I would have to turn around. I waited for my chance and sneaked into the line. It was a neat piece of manoeuvering on my part to get into the line and I was very much pleased. In fact, everything was working out just as I wished, and I was pretty well satisfied with life and willing to forget and forgive my enemies.

"Well, the line of cars moved slowly, to be sure, but what of it. Wasn't the road a bit rough? Splendid country, wonderful scenery, everything green and full of life, great to be alive. Ahead and off to the right was a graveyard, and I could not help but feel sorry for the poor souls resting there on such a splendid day. The line moved slower, and all of a sudden the head car turned, and I saw it was a gray hearse! If it had been nearer, I would have crawled into it willingly—I had gotten myself into a funeral procession.

"That's all right, says I, I'll just keep right on going when I come to the gate, but alack and alas, it was not to be—the road went only to the cemetery where there was one driveway and only one. What could I do but follow the line and practice looking sad and mournful. This I did, and by the time the cars had come to a halt I had my best "funeral face" on ready for whatever might come. My car stopped very close to the grave, and soon I was surrounded with dim-eyed, sad looking hypocrites, all trying to look funereal, but giving a good illustration of "professional" mourning.

"I could not sit in the car while the minister delivered his sermon, so I got out and stood beside the car among the mourners. Slowly and sadly I removed my hat and listened to the eulogy of the poor soul resting in his casket and wishing that he (or she) would move over so I could crawl in with him (or her). It was time for prayer and I prayed with my face, if not with my mind. Slowly the body was lowered into the grave, covered over with the dirt from which it had sprung, and after about half an hour of neighborly gossip, the cars started to move.

"Did I move? I'll say I did!

Amen,

Ed Johnson.

Employes' Orders for Floor Covering

When orders for floor covering, 8/4 or 12/4, are made out, please follow the instruction that these shall be stated in terms of linear yards only. Material cannot be cut to size, but must cover the full width.

For matching, an allowance of 1½ lin. ft. should be made for each cut. For example, with two pieces, allow 1½ lin. ft.; with three pieces, 3 lin. ft.; with four pieces, 4½ lin. ft.; and so on.

G. R. Wyman, Manufacturing Manager

DEPARTMENTAL BASEBALL

NO. 1 Box Shop, who took the lead in the departmental league early in the season, still holds first place indisputably, with five games played and four victories, as of June 22.

Second on the list is the Main Mill team with three games won and two lost, and following them come in order Maintenance, Bird Club and Norwood (these last two are tied for fourth place), and the Office.

Although it has been found occasionally that postponements were necessary, because of some unexpected event, or because of weather, most of the games have been played on schedule and have aroused no little interest. Several teams have been strengthened by the addition of new men, and all the teams now stand fairly evenly matched. Bob Graney, short-stop, was given to the Office team, Arthur McCarthy, short-stop, to the Bird Club team, and Burton Arthur, pitcher, to the Maintenance team.

The injuries listed to date remind one of big league baseball—one broken collar-bone, one fractured shoulder-blade, and two broken fingers. Patrick Sylvester, who sustained the broken collar-bone, was the first fatality of the season, and John Bradley and Edgar Tarr were next with a broken finger apiece. The most recent injury was R. J. Stoddard of the Norwood team, who somehow or other—he can't explain himself—fractured his shoulder-blade in trying to run from first base to second.

Julian Smith of Maintenance heads the list of individual batting averages. His rating is .615. Thomas Wright of Bird Club is second with .450. All those with an average over .300 who have played in four games or more are listed below.

Standing of teams as of June 22:

	Won	Lost	Average
Box Shop	4	1	.800
Main Mill	3	2	.600
Maintenance	3	3	.500
Bird Club	2	3	.400
Norwood	2	3	.400
Office	2	4	.333

Batting averages:

Name	Times at Bat	Hits	Average	Team
Smith	13	8	.615	Maintenance
Wright	20	9	.450	Bird Club
Coughlin	12	5	.415	Office
Concannon	12	5	.415	Maintenance
Heikkeler	15	6	.400	Box Shop
Wilkins	20	8	.400	Main Mill
Lombardi	15	6	.400	Main Mill
Readel	10	4	.400	Box Shop
Bradley	16	6	.372	Bird Club
Kimball	11	4	.364	Office
White	20	7	.350	Box Shop
Smith	21	7	.334	Office
Oakes	18	6	.334	Office
Sprague	16	5	.312	Box Shop
Young	13	4	.308	Office
Bowles	10	3	.300	Main Mill

GIRLS' TENNIS CLUB

AT a drawing made recently, five groups of eight girls each were listed for the 1929 singles tournament. Any girl in any of the lower groups may challenge one in an upper group, and, if she wins the match, may take the rating of the girl in the higher group.

It has further been decided that Courts five and six, newly finished, will be for the exclusive use of the Girls' Tennis Club, instead of Courts one and two, as originally planned. These first two courts will be reserved for use by the children.

The first three groups for the singles tournament are, as of June 24:

Group A:

Phyillis Polumbo, FXB
Margaret Delaney, AC
Margaret Owens, CF
Ann Kelliher, CF
Edith Goodwin, AS
May Walsh, CE
Muriel McDonald, FXB
Hazel Crandall, AC

Group B:

Flora McDonald, CX
Wilma Reardon, FF
Hope Spiers, AC
Julia Lewis, FX1
Ann Brennan, AT
Nellie Shergals, P Office
Louise Percy, CE
Elizabeth Lamore, CF

Group C:

Helen O'Kane, CF
Ida Phillips, VN
Mary Stone, VN
Julia Clem, VN
Ann Mahoney, GC
Agnes Kelliher, AC
Florence Nichols, AS
Genevieve Pare, FX1

Departmental Schedule for Rest of Season

July 8—Norwood vs. Office.
July 9—Main Mill vs. Maintenance.
July 10—Box Shop vs. Bird Club.
July 15—Main Mill vs. Office.
July 16—Bird Club vs. Maintenance.
July 17—Box Shop vs. Norwood.
July 22—Norwood vs. Main Mill.
July 23—Office vs. Bird Club.
July 24—Maintenance vs. Box Shop.

Not taken in the deep of winter, as you might think from first glance. A rather unusual picture taken last month by H. L. Badger at Whateley, Mass. The bright sunlight on the trees and ground gives the effect of snow

BIRD PRODUCTS

Building and Roofing Division

BIRD Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

BIRD Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

BIRD Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White American Board

BIRD Specialties

Asphalt Felt Paroid Built-up Roof BIRD Deadening Felt
Plastic Cement Roof Coating
BIRD Insulating Board

Floor Covering Division

BIRD Rugs BIRD Floor Coverings BIRD Rug Border
BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG U S
MARK
PAT OFF
WATER PROOF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.

Box and Special Paper Quarterly

VOL. XVII NO. 8 AUGUST 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Special Paper Sales

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

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Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM

MANUFACTURING

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Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER

Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

Warehouses

BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, TULSA

BIRD'S NEPONSET REVIEW

Vol. XVII *August 1929* No. 8

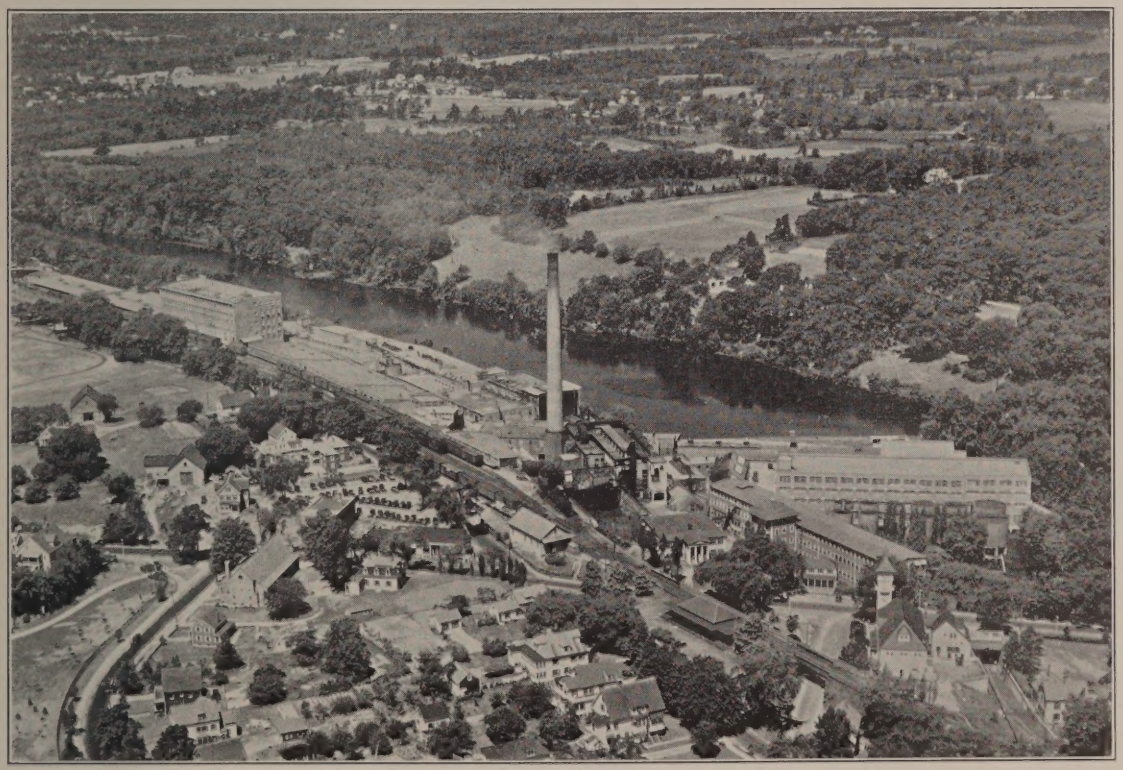
NEW EQUIPMENT TO MAKE BIRD BOXES

Latest Machinery at No. 1 Box Shop Keeps Pace With the Times

THREE new machines have recently been acquired by No. 1 Box Shop; a Hooper combined printer-slotter for corrugated boxes, a Hooper Press with flap cutting attachment for solid fibre, and boxes, a 7′ testing drum.

The new combined printer-slotter takes the plain sheet of corrugated board as it comes from the combiner, prints, trims, creases and slots in one operation as the sheet passes through the machine. As the machine will handle 120 blanks per minute it will be seen that these blanks pass through the machine very rapidly, converting the plain sheet of board into a finished, printed box blank in the minimum of time. The only additional operation necessary to make the completed box is the folding of the box and the application of tape to form the corner of the box.

Until the installation of the Hooper Press with the attachment for flap cutting it was necessary to put all blanks of solid fibre cases which were to be made in other than regular slotted carton style, through a special machine operation to cut these flaps. This is now done at the same time the case is being printed on this printing press, and all jobs which call for this type of carton are scheduled to be printed on this machine, doing away with the old type flap cutter. This is another time and cost saving improvement for this special type of box.

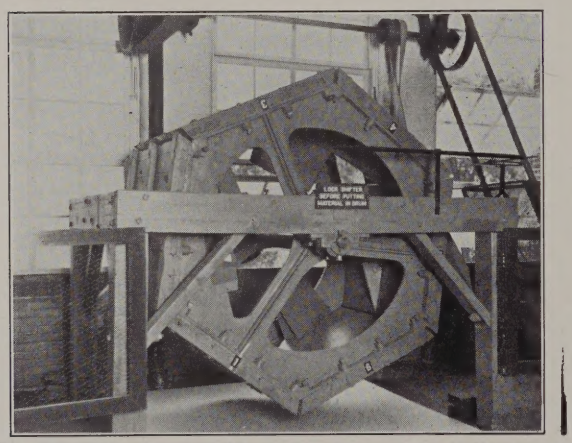


New aerial view of the Main Plant at East Walpole. No. 2 Box Shop may be seen in the right foreground and No. 1 Box Shop at the far left

Perhaps the most interesting of these three machines is the testing drum. This is a large hexagonal drum, 7′ in diameter, looking at first glance something like a miniature ferris wheel minus the cars. Inside of this hollow drum

baffles or shelves are fastened in varying positions on the inside of each of the six surfaces. The object of this drum is the testing of all types of containers when they are set up, packed with goods and sealed ready for shipment. The loaded container is then placed in the drum and the drum is revolved at the rate of two complete turns a minute. As the drum turns, the box with its contents is carried up on the shelves inside the drum to a position where it slides or tumbles off the shelf, falling to the bottom of the drum, only to be carried up again for another fall. These shelves or baffles are so arranged as to cause the box to tumble in almost every conceivable way, imitating as nearly as possible the treatment the box might receive in an unusually hard freight handling.

Three complete revolutions of the drum, which result in fifteen drops of the box, are considered the equivalent of an average rough handling by freight. Sometimes the box is removed at the end of the three complete revolutions and examined for its general condition and possible



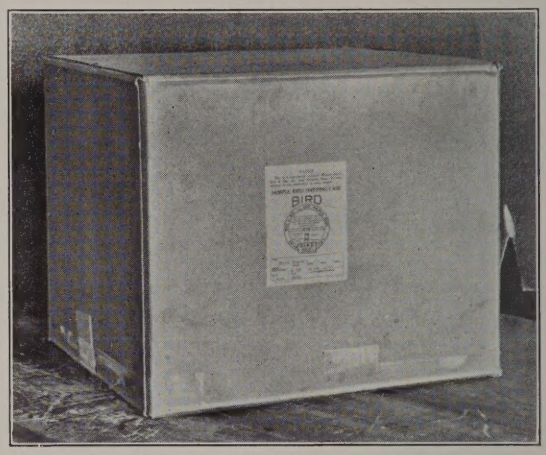
The new testing drum at No. 1 Box Shop. The baffles inside the drum, against which the tested box tumbles as the machine revolves, can be easily seen

damage to contents, but the usual method is to tumble the box, keeping a count of the number of drops until one of the edges of the box breaks through. This is called a knock-out and the number of drops is recorded. The drum is usually then started again and the box tumbled until it is broken badly enough for the contents to be spilled.

One of the special values of this drum is the testing of cases with different types of interior packing to prove which may be best for protection of some special article, such as a radio loud speaker, a piece of machinery or any other article which may be difficult to pack properly.

Another very practical use is the test to bring out the comparative strength or protective value of the solid fibre or corrugated box in comparison with a wooden case which a prospective customer may be using, and for which he feels he cannot substitute the less expensive fibre or corrugated box.

Located as we are within a comparatively short distance of a large majority of our customers



Box in which 48 pounds of candy, packed by a Boston concern, were tested recently. Picture taken just before the test

we want to invite them to make use of this new facility for testing, and shall be very glad to make arrangements for any customer to witness a test of his particular product packed in any type of box which he may wish to have tried out.

To prospective customers who have felt it would be impossible to use a fibre or corrugated box in place of the wooden box, we have frequently been able to prove before their eyes with this drum that the solid fibre or corrugated box will serve their purpose just as well as, if not better than, the wooden box at a very considerable saving in cost.

Case of candy just after being taken from the tester. The case was given twenty drops or tumbles. Fifteen drops constitute the equivalent of a regular freight shipment. The only damage is the slight jamming of the corners

RESEARCH IN SPECIAL PAPERS DIVISION

BY E. H. BARTLETT, VICE-PRESIDENT

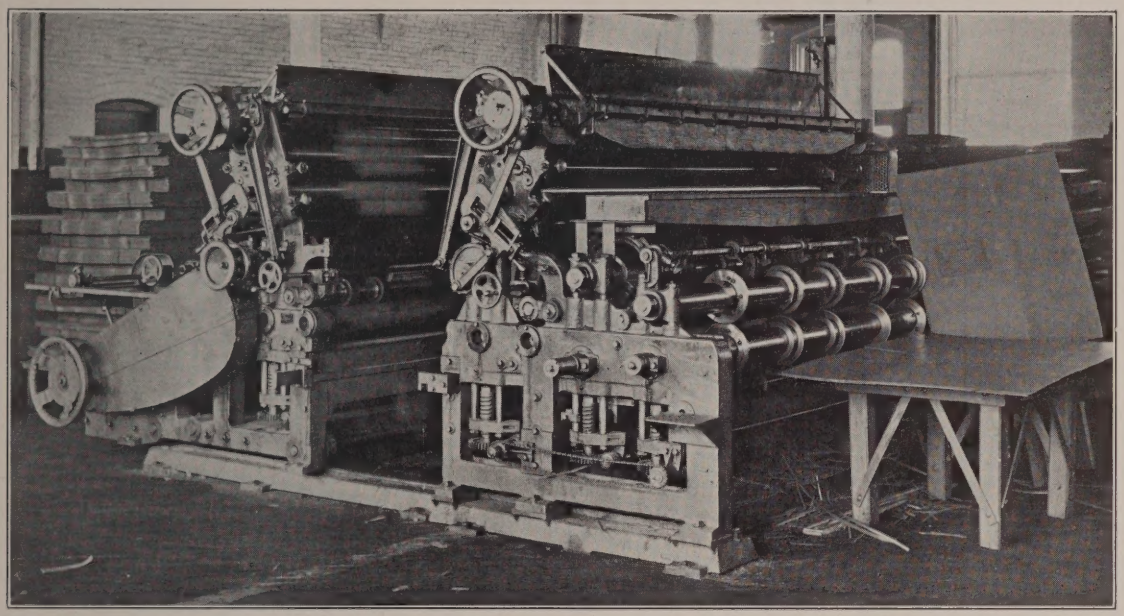
I DO not recall during the many years of my association with this branch of the business, when there was so much time, thought and research work as is being done now to obtain new products and to help improve old ones. Our special paper machine is one of the best equipped in the industry.

If one could see the data gathered and have attended our many meet-ups, analyzing our surveys, you surely would have something to think about for a long time to come.

I fear the summing up of our efforts to date will not be of any great mutual interest, but we have this consolation and some satisfaction to know that we have an equipment for certain special papers and boards, unsurpassed; that no one else has many, if any improvements beyond our own. It is surprising to find what "Tomfool" features are brought into the specifications for some special papers that are absolutely of no importance and not at all necessary to accomplish the proper use of the material in question. And still you will find even reputable converters of papers, who swallow "bait, hook and line" when one of these so-called improvements is advertised.

Trade prejudices, at times, are difficult barriers and hard to overcome and many times eliminate a sane and safe saving that in the long run would mean thousands of dollars added to the general till.

It is also surprising what can now be made from high-grade pulps, where formerly were used strictly good old Manila rope, hemp, or sisal. Some day these manufacturers who still preach of these old raw materials will wake up to find that trade prejudices have been knocked "gally-west" and the field has been entered by an entirely different raw, wrought and inprocessed material, with a cost basis lowered from 25 to 70%.



The new printer and slotter in the Corrugated Department of No. 1 Box Shop. Taken "at rest." Sheets of fibre board like those stacked at the left of the picture are fed in at the further end of the machine and emerge a few seconds later at the right, fully printed and properly slotted

Research is a primary principle to the discovery of new and better processes of manufacture and the development of more attractive business and profitable products.

A producer, to operate successfully and economically, must cooperate for the elimination of all wastes and unprofitable competition. He must study the market, and improve methods of distribution.

We are living in a wonderful age, where the present use of electricity, the radio, airplane, submarines and other new and startling innovations is the prime cause for so many changes in the business conditions of today, when we compare them with those in vogue 10 or 15 years ago. And thus it's no wonder that some of our oldest products are things of the past, making it necessary to seek new products and new fields for the needs of today.

FEWER ACCIDENTS DURING FIRST HALF OF 1929

BETWEEN January 1 and July 20 of this year, we have had 23 lost time accidents. Last year's record for the same period was 27 accidents —a reduction of 4 lost-timers.

We all know what a wonderful record the Norwood Building and Roofing Plant has been piling up. Yet it is so good that it merits further mention. A full 21 months, or to be exact, 642 days without a single lost-time accident. An envious record and one which stands alone.

By referring to the chart you can tell at a glance how each division compares with the same period last year, and during what months accidents occurred. Heading the list you will find the Building and Roofing Division.

The Floor Covering Plant occupies second place. After going ten months without a lost-timer, its record was smashed when a workman bumped his knee and neglected to report it until bursitis had set in. This plant has 1 this year against 4 last year.

Phillipsdale comes next with 1 accident compared with 2 last year. It will be remembered that DP started the year with a no-accident period since March 16, 1928. On March 29 of this year its record was ended when a laborer strained himself as he tried to steady a falling bale of paper.

Number 2 Box Shop has a decrease of 2 over last year, there being 1 to date against 3 last year. This department, you will recall, also went ten months without a lost-timer before its record was laid low by a strain.

Number 1 Box Shop is better by 5—4 against 9 last year. You will note that it has an accident every other month.

The Engineering Departments are 1 accident better than last year—4 compared with 5.

In fact all divisions except Chicago and the Paper Mills have improved their last year's figures. In the case of Chicago our records show 8 accidents this year as compared with 1 last year. An increase of 7 accidents, or to put it another way, this division with only 7% of the workers accounts for 35% of our 1929 accidents.

The Paper Mill has 4 this year and 3 last. An increase of 1. Three of these 4 lost-timers occurred in DF.

The first six months are past. What are we going to do during the next six months? One of the hardest things to get across is reporting minor accidents to your foreman. Several of the 23 accidents that have occurred so far this year could have been avoided if the injured had only called them to their foremen's attention and got "first aid" at once. Don't feel that cuts and bruises are not important enough to report. Remember that once the skin is punctured, an opening is made for a germ to get into your body. Don't wait for the injury to become infected. Get "First-aid" promptly.

PLANT	No. Emp.	JAN.	FEB.	MAR.	APR.	MAY	JUNE	TO JULY 20	AUG.	SEPT.	OCT.	NOV.	Total Accidents to Date: This Year	Total Accidents to Date: Last Year	Lost Time Accidents per 100 Emp.	Days Lost per 100 Emp.	Calendar Days Since Last Accident
★Bldg. and Roofing	229								Last lost-timer, Oct. 10, 1927				0	0	0	0	642
Floor Covering	262							1					1	4	.3	5	18
Phillipsdale	149			1									1	2	.6	8	113
No. 2 Box Shop	95				1								1	3	1.	15	101
Paper Mills	280	2		1				1					4	3	1.5	34	19
No. 1 Box Shop	206	1		1		1		1					4	9	1.9	17	11
Engineering	152	1			1	1	1						4	5	2.6	36	20
Chicago	100			2		3	2	1					8	1	8	147	14
TOTALS 1929	1475	4	0	5	2	5	3	4					23	27	1.5	24	
TOTALS 1928	1428	8	6	3	5	3	2	5	2	3	0	1					

Indicates No Accidents. ★ Division Holding Safety Trophy.

HOOVER'S SAFETY MESSAGE

MUCH has already been accomplished by the organized efforts to promote human safety. This work should be unremitting, and it will be increasingly effective as these educational campaigns bear their fruit of accumulated knowledge of the avoidable hazards of life and of the best means to safeguard against them."

Such was the message to the American people from their President, Herbert Hoover, at the conclusion of the series of safety talks which have been broadcast over a nation-wide radio hook-up during the last two months. This message was read at the end of the last speech of the series, given by Major Henry A. Reninger, President of the National Safety Council.

FIBRE BOX BUSINESS STEADILY INCREASING

SINCE our last special number we have steadily maintained and increased the volume of business in the Box Division, and are continually seeking possible new uses for Solid Fibre and Corrugated boxes. During the last year we have established a number of valuable new accounts among the writing paper and Bristol Board mills in the use of Full Telescope Solid Fibre boxes provided for in the Classification. These boxes, if sealed only with gummed sealing paper or cloth tape, are required to be made from solid fibre board .115 in thickness and testing 400 pounds. This special weight of board and type of box is provided for in the Classification under a special ruling, and is the result of a long series of tests worked out by the Sales Promotion Department of the Paperboard Industries Association.

In addition to the more extensive use of these boxes for shipment of large sheets of paper, we have been able to start one of the largest manufacturers of baking powder in the country in the use of corrugated and solid fibre boxes. This is a field which until this time has been held almost exclusively by the wooden box.

At the present time we are working on the development of several other lines which bid fair to prove successful and open new fields for the use of large tonnage.

With the increased demand for printed and designed cartons in industry generally we have found many large shoe manufacturers interested in the BIRD Shoe Carton as the most economical means of packing their shoes in attractively designed cartons which carry through to the retailers' shelves in perfect condition. Frequently we have found a shoe manufacturer interested in a box to fit in with the color scheme of store decorations and finish, and with our large press equipment we are ready to serve such demands at a minimum cost.

Our business on tack and screw boxes remains one of our very stable lines. These boxes are carried in stock, and we are always in a position to give our customers service with immediate shipment on receipt of their orders.

The year 1928 and Spring season of 1929 have shown a large increase in the demand for BIRD Neponset Flower Pots. Along with the Flower Pot we are finding a growing demand for Earth Bands, which are the newest addition to our Flower Pot line. Having passed the experimental stage in the development of Flower Pot Covers, we have found that the Moss Green crape design is the most popular and is rapidly taking the place of the special designs for different seasons. This Moss Green crape effect is suitable and appropriate for any and all seasons and special occasions.

Competitive Prices

During the last year competitive conditions have resulted in most unsatisfactory price conditions in the market for both Solid Fibre and Corrugated boxes. Many competing prices are quoted which figure below cost. These very low prices have resulted in the cutting of quality by many manufacturers, and to compete against such low price inferior quality boxes has been one of our greatest difficulties. The fact remains, however, that railroad inspectors have been reporting an increasing number of low test boxes in transit, and Industry figures as a whole show almost no sale or purchase of 100-lb. test liners, which are absolutely required for the making of 200-test boxes. In addition to the requirement of a combined test, the Classification distinctly specifies that the individual liners must also be up to the minimum of 85 pounds for each of the individual liners that go to make up 175-test corrugated board and 100 pounds for each liner in a 200-lb. test case.

It frequently happens that two 85-lb. test liners will show a combined test of 200 pounds or slightly over, but this does not mean that the box is up to the requirements of the railroads. During this period of destructive competition we have not changed the quality of our board in any respect, and are glad to assure our customers that when we place our Box Maker's Certificate on a Solid Fibre or Corrugated box we are guaranteeing that the box is up to the requirements specified in every respect.

It takes time to prove that inferior quality boxes will not work out satisfactorily, but because of this apparently large volume of under-test board which is being used, claims for damage against the railroads have increased to such an extent that serious consideration is being given by the railroads to the changing of specifications which will eliminate the possible use of fibre boxes for some commodities, and increase the requirements for strength and test of boxes which will add to the cost and result in an unnecessary hardship to the user of boxes.

Conditions Improving

If present standards were honestly lived up to by all manufacturers we believe a very large percentage of these claims would be eliminated, and for these reasons we have felt it our duty to urge all of our customers to make sure they are getting full test boxes whenever they feel they must take advantage of quoted prices, which from any cost figures we know must be below cost for an honestly made box.

We believe that these conditions are bound to be improved in the near future, and that a high standard of quality steadily maintained must be recognized and will win out in the long run.

ROMANTIC HISTORY OF PAPERMAKING

BY DARD HUNTER, M. S.

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THE Chinese were the inventors of paper, but it is not known exactly when the craft was first practiced—some historians state emphatically that it was in the year 105 A. D., while other antiquarians contend that the Chinese were forming sheets of paper as early as 123 B. C. It is fortunate for the purpose of this article that it will not be necessary to arrive at any precise conclusion regarding this point. Papermaking was without doubt of Chinese origin; the art traveling west, first to Samarkand about the year 750, thence to Bagdad and Damascus, reaching Morocco about 1100. Within fifty years after the craft was introduced into Morocco it extended into Europe, its inception being in Xativa, Spain; then moving

View of Bird Pond, taken above the mill. A corner of the island can be seen at the left. Taken by Paul Kugel, F X1

on to France where the first papermaking was done in Hirault in 1189. The art was then taken to Germany, having been introduced in Cologne in 1320 or in Nuremberg by Ulman Stromer in 1390. Papermaking was probably practiced in Italy earlier than in Germany for it is recorded that the craft had been set up in Mortefano as early as 1279, and later in Venice. Paper was fabricated in the John Tate mill in England in 1494, but not in Holland until almost a hundred years later; and two hundred years after the first English mill was established the art of papermaking was taken to the New World by William Rittenhouse.

In one part of the world or another paper has been made continuously over a period of more than 1800 years, and all through these eighteen centuries the modus operandi of forming sheets of paper in a hand mould has undergone few changes to the present day. Papermaking still goes on in China, Japan, India, Burma, and French Indo-China very much as it was practiced shortly after the time of Christ; and in Europe the methods in use in moulding sheets of paper are not dissimilar to those of the twelfth century, when the art of papermaking was introduced into Spain from Morocco. Like the crafts of the weaver and the potter, the hand fabrication of paper has experienced little change from its inception to the present day.

While there is an increasing demand for fine handmade papers, the number of European mills remains the same and these mills are not adding to their equipment. In England, where handmade paper has already been highly regarded, there are only six or seven mills now at work making paper of this kind. Of the 1,034 vats that were in use in Germany in 1848, but three or four remain in daily use, while in France handmade papermaking is all but a lost art. Italy keeps the traditions with a number of mills, but not with the quality of the handmade paper produced. Nearly all of the European handmade paper mills are carried on separately from those where machines are used, it having been determined that it is not practical to combine one with the other.

American Hand Made Paper

Except in an experimental way, there has not been any handmade paper produced in America for many years, as with the introduction of the paper machine this mode of fabrication was short lived. A small company has now been formed in this country for the purpose of making genuine handmade paper and after considerable search a suitable location has been found. An old mill was discovered in a remote part of northwestern Connecticut and the buildings are now being remodelled for the purpose. There is sufficient water power for the project and also pure spring water for manufacturing purposes. The property is located in a small out-of-the-way village known as Lime Rock, on the Salmon Fells Kill River. It is hoped that after the mill is in operation that those who are interested in this particular phase of papermaking will visit the deserted village of Lime Rock, Connecticut, and see how paper is made by hand in the ancient manner. This will be the only mill on the Western Hemisphere where handmade paper is fabricated and there will be three or four vats in operation. The new company is known as Dard Hunter, Incorporated.

SALESMANSHIP

"Shine your shoes, mister?"
"No time, sonny."
"Well, to start the day right I'll do one for nothing."
"All right, go ahead."
"There, how does she look, boss?"
"Fine."
"Well, for 15 cents I'll do the other one."—Blue Fish.

SUGGESTIONS

THE July meeting of the Suggestion Committee was held on June 26, on account of the short week which was to follow. This brought two meetings rather closer together than usual, and the number of suggestions for consideration was rather small, but the quality was unusually good, as there were nine which were accepted in Class 2 and given an award of $10 each:

Man to clean rolls on FXGM6	Joseph A. Chartrand, FXG
Change holes in bed knives	John Hall, DPC
Larger reel for tape on FXGM34	Edward Heaver, FXG
Change in salesman's report blank	A. J. LeBlanc, CF
Screen on surface section	John Mattson, FBM
1500 roll on S & S taper	John O'Donnell, FXG
Extra tips for oil cans	Ralph Simmons, FBP
Coating scraper for overlay dies	Ralph Simmons, FBP
Steel apron at FFN hangers	George Wood, FFM

The following were accepted in Class 3 and given an award of $5 each:

Fire extinguisher back of No. 1 ovens	Arthur Balduf, FBE
Ladder for No. 4 stock chest	Harold A. Doderer, DMP
Lower windows in broke beater room	Harold A. Doderer, DMP
Two valves at DFCM11	David Egan, DFC
Long-handled brush	R. G. Fulton, FBP
Stand for oiling at DFPM1	Fred C. Jonah, DFF
Enlarge FX2 oil room	John Lydon, FX2
Key for truck driver	James Maroney, DMZ
Steps over shafting	Dan McDavitt, EMP
Socket wrench for print machines	Nelson Phillips, FFP
Bolts in continuous beater drum	Orestes Saraco, DMB
Mark tare weight on skids	John Trofenow, FBV
Spiral stairs DVF-DF Office	J. S. Walker, EMT
Hooks on fan doors	Joseph Wynne, DPM

Arsene Marchand, FXR, and Dan McDavitt, EMP, received their awards of Ten Dollars each for five accepted suggestions.

In order to correct an error in classification of John H. Walsh's suggestion to Remodel Feeder on FXGM26, which was accepted on April 10, 1929, as a Class 3 suggestion and which was later found to belong in Class 2, an award of Five Dollars was made at this time in order to give him a total of Ten Dollars, the proper award for a suggestion in Class 2.

LEST YOU FORGET

A MISPLACED brick in a tower may eventually cause its fall; one little hole in a dyke may flood a town; one little act of forgetfulness may ruin a life—on such small details are destinies built, fates decided.

Recently there came to our attention a case of unintentional neglect which may have sad consequences. An Italian, employed by one of the steamship lines, insured under group insurance, died very suddenly, leaving a young wife and a nine months old baby.

His friends and his fellow workmen were shocked by the event and naturally felt a great sympathy for the dependents of the young man. Their feeling of sympathy, however, was mingled with a feeling of satisfaction that there was $1,000 in group insurance to tide the widow over the crisis, until she could adjust her life to take care of her child.

Much to their surprise they learned that the beneficiary of the insurance was not his wife, but his sister, whom he had named before he was married two years ago. The deceased had been intending to change the name of the beneficiary on his policy to that of his wife, but unfortunately put it off too long.

This actual case should make you stop and think, is the person whom you want to have your insurance in case anything happens to you the person named on your group certificate?

Get your certificate, and look at it today!

Keep it up to date!

BAND CONCERTS

ON the evening of August 15, the first of the two Band Concerts to be given at the Francis William Park this summer will be presented.

Music will be furnished by the Worcester Brass Band, and preparation is being made for a large attendance. Ample parking space will be provided in the school yard of the Bird School across the street from the main entrance to the Park, and in the Park will be various concessions selling "eatables and drinkables." The Worcester Brass Band is well known in this part of the state and a fine program is assured.

The second concert of the season is scheduled for Thursday evening, August 29, and on that night a special treat will be the appearance of the 101st Engineers, one of the finest bands in the country.

Attendance at these concerts and support of them will largely determine whether or not there will be more of them next year.

NOTICE TO EMPLOYEES

AS required by Chapter 751, Acts of 1911, Commonwealth of Massachusetts and amendments thereto, entitled,

"An act relative to payment to employees for personal injuries received in the course of their employment, and to the prevention of such injuries,"

This will give you notice that we have provided for payment to our injured employees under the above Act by insuring with the Arrow Mutual Liability Insurance Company, 98 Nichols Avenue, Watertown, Mass.

August 1, 1929. Bird & Son, inc.

BIRD'S
NEPONSET REVIEW

Vol. XVII. AUGUST 1929 No. 8

Published Monthly by the Employees of Bird & Son, inc.

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THE LABEL ON THE BOX

IN the days when our fathers worked in Box Shops their products differed vastly from those which Bird & Son, for instance, produces today. Their work was with the hammer and saw, and their boxes were cumbersome wooden packing cases. Fibre packing cases so common today were almost unheard of then.

But one of the biggest and most significant changes from the point of view of the manufacturer who sends large quantities of his goods in packing cases is the development of advertising on goods in transit. Only a few years ago a freight office would likely contain large numbers of wooden packing cases, and probably quite a few fibre cases with nothing on them but the addresses to which they were destined. Now, even a casual glance at a truck-load of goods or an assorted shipment of freight reveals all types and varieties of attractive designs on the sides of the packing cases, serving as a valuable and subtle means of advertising.

Most people in looking hurriedly at a packing case advertising a soap or a cereal or an electrical appliance which it carries, never stop to think that that case with its trade mark or design is as much of an advertising medium as the thirty-foot bill board at the side of the road. Manufacturers are recognizing this as a fact, however, to a greater extent than ever before. And the more attractive the design, the better it is as an advertisement.

Glaring, complicated designs are not possible or desirable on packing cases of any sort, but a simple attractive mark which is more than a label, and which fixes the name of the product in the mind of all who see the carton, has proved its worth. How far this method of advertising will go in the future is a matter for speculation. That it has already satisfied the manufacturers as to its value is shown by the fact that already over sixty per cent of the cases sent to manufacturers from our No. 1 Box Shop carry designs or trade marks of some sort. The number is steadily increasing. Advertisers have found a new and effective way of speaking to their public.

DO YOU WORK FOR A LIVING?

SOMETIME ago the writer stood near a doorway at Mr. Ford's factory in Detroit and watched a worker for several minutes. His only task was to open and close a door through which trucks were constantly passing. He seemed little better than a cog in a complicated machine, doing his job automatically with as little effort as possible. With his attitude, he stood every chance of opening and shutting that door for as long as he worked at the Ford plant.

There are times when all of us may wonder if we have not become like this man, mere cogs in a machine that is the plant in which we work. We get discouraged and feel that we are mere robots, working mechanically. If we have asked ourselves this question, we can also furnish the answer. If our work has become for us only a daily eight-hour grind, we have only ourselves to blame. No job can remain year in and year out an adventure unless we approach it in the right spirit. All work carries with it a certain amount of monotonous routine, and it is only our attitude that can make this work continue to be enjoyable.

In a recent article Mr. William Lyon Phelps of Yale tells about buying a pair of socks in a New York shop. When he entered the store his intention was to buy only a single pair. Before he left, the enthusiastic young clerk had sold him a dozen pairs. The clerk, said Mr. Phelps, had learned the joy of working, of finding in his job something more than drudgery. He had exactly the opposite point of view from that of the man who opened and closed doors for Mr. Ford. He had the key to success.

But he also had something more—enthusiasm, the essential quality for a worth-while life. If we cannot be enthusiastic and interested about the thing that we do eight hours a day every day in the week, our prospects for happiness are pretty slim. There is a vast difference between merely working for a living, and living for your work. One just "gets you by," the other wins happiness and a better chance for advancement.

It might be interesting, if not profitable, to take a census of the employees of Bird & Son on this question of whether or not they considered their work their chief happiness in life. It might be embarrassing for more than a few if they were forced to answer that they cared not for the job itself, but only for the money it brought them. It might explain all too clearly to them why others "got ahead," while they stayed on the same old job with the same old wages.

No matter how you face life, Mr. Phelps' words still hold true: "A man's chief happiness should not lie outside his work, but in it."

HEALTH NOTES

SUN BATHS

By C. O. Sappington, M.D.,
Director, Industrial Health Division,
National Safety Council

DURING the summer season many people are greatly benefited by exposure to the sun's rays. There are others, however, who suffer injury and considerable discomfort from such exposure. There are both beneficial and harmful results of taking sun baths.

After exposure to the sun there is an increase in body energy. The mind becomes more active, there is an increased feeling of well-being and one feels stronger.

Sun baths also tend to relieve the congestion of the internal organs and to lower the blood pressure. The number of red blood cells increases. The kidneys are stimulated to greater action. The depth of breathing increases, and the blood becomes richer in oxygen.

Now for the dangers.

The exposure of untanned skin to the sun's rays for a period of more than five minutes frequently produces injurious, painful results.

The blood vessels of the skin are dilated and congested, producing redness. If prolonged exposure has been experienced, the skin becomes inflamed and blisters are formed.

The systemic effects from severe sunburn are headache, lassitude, increased temperature, diarrhea, sometimes vomiting, and in the most severe cases, prostration.

First sun baths should not last more than five minutes. Gradual exposure of the feet and the upper part of the shoulders at first is the best procedure, then the time and extent of the body exposed can be increased.

You can be guided by your own reactions. The sun bath should leave you glowing and not exhausted. The early morning hours and the late afternoon hours are the best because one gets more light than heat at these times.

The Red Cross has recently advised the use of vinegar on the exposed parts of the body both before and after sun baths.

FOOD WAYS TO HEALTH

1. Begin and end the day by drinking a glass of water and drink at least four glasses during the day.

2. Eat a good breakfast every day.

3. Eat slowly, at regular hours and chew all food well.

4. Drink milk every day, two cups at least.

5. Eat some cereal every day; cooked cereals are best.

6. Eat at least one vegetable besides potato every day; more if possible.

7. Eat some fruit, either fresh or dried, every day. Buy fruit instead of candy.

8. Eat bread and butter every meal; dark hard breads are best.

9. Eat an egg every day when possible and remember that meat is not necessary every day.

10. Do not eat candy between meals; eat candy and other sweets only at the end of a regular meal.

11. Do not drink tea or coffee; it does the body no good but does do it harm.

12. Do not eat or touch any food without first washing the hands.

13. Do not eat fruit without first washing it.

14. Do not eat with a spoon or fork which has been used by any other person without first washing it.

15. Do not drink from a glass or cup which has been used by another person without washing it.

16. Do not eat from the same dish with any other person.

—Massachusetts Department of Public Health.

LIBRARY NOTES

NOW that vacation season is on, there is a demand for light literature which may fill in the hours not occupied in sports and other pastimes. While circulation is mainly from our fiction shelves, some find time for more serious reading, and include at least one worth-while book to accompany them on their summer outing. There is quite a choice in our library, and it is a pleasure to show them and to assist in the selection from those old and new. Among late additions are the following:

Back Trailers of the Middle Border	Garland
Whither Mankind	Beard
Meet General Grant	Woodward
Foot Prints	Strahan
Thursday's Child	Wiltshire
Seven Tortures of Character	King
But Yesterday	Diver

The usual period of extension on vacation loans of two week books still obtains.

Bulletins issued by the Department of Agriculture and Agricultural Colleges frequently contain solutions of the amateur gardener's problems. Last week there came to us a pamphlet on the control of the potato insect which may prove of value to those whose crops are threatened by this destructive pest.

The magazines, "House Beautiful" and the "American Home" in which prospective home builders are especially interested will hereafter be circulated from the library, not routed as they have been in the past. The August issues of each have just arrived. Those who find them of particular interest should apply to the library.

BIRD CLUB OUTING

WINDING up a very enjoyable season of meetings and entertainments, the members of the Bird Club, two hundred and fifty strong, journeyed to the Shore Gardens, Nantasket Beach, for their annual outing on the twenty-ninth of June. A convoy of over one hundred cars gathered on East Street, and under the guidance of four state and town traffic officers, started promptly at 1.40 for the trip to the Beach.

Through the continuous efforts of the traffic officers who convoyed us and also motorcycle officers of the different towns and cities we went through, the line was kept together very well. "Extraneous" cars were weeded out and cross lines of traffic held up, so that the entire convoy was able to proceed with scarcely a stop.

The first in the order of events after arrival was the taking of the group picture, shown in this issue, followed almost immediately by the call to dinner in the attractive dining hall of the Shore Gardens. Music, by the Shore Gardens orchestra, provided the background for a very tasty shore dinner beginning with Clam Chowder and continuing with Fried Clams, Filet of Sole, Boiled Lobster (or Roast Chicken) and Ice Cream.

Baseball, in the form of a game between the married and the single men, completed the afternoon's program, after everyone had sufficiently recovered from eating to attempt base-running. Warming-up before hand could be seen most of the dignitaries and officials of Bird & Son. A few of them were caught by wary camera men in rare poses—some too rare to permit reprinting here. It was five o'clock before the game finally started, but once begun, it didn't take long to decide the winners. The single men, who, it was later determined, all ate heartily of the boiled lobster, won out by the score of ten to two.

This baseball game officially ended the program for the day, but most of the crowd found it convenient to visit the beach attractions and Paragon Park and get rid of their extra cash. The water and air were too cold for even the most rugged Club member to appear in a bathing suit, but the roller coaster collected considerable revenue, and the penny arcades rated a close second.

There was no convoy on the return trip; individual cars set their own times and made their own routes for returning to East Walpole.

This marked the final event of the 1928–1929 season, and closed the activities of the Club until the annual election of officers in September. The recognition and thanks of all the Bird Club members is due both to the various committees which arranged and carried out the programs and to the officers of the Club, headed by S. W. Gladding, who acted as advisers and helpers throughout the year.

The entertainment committee for the season was headed by Harry A. Dresser, Chairman. Under him were eight members, each of whom had charge of one entertainment during the year. These members were as follows: E. L. Chamberlain, L. R. Bernier, M. B. Lee, J. J. White, E. C. Lindstrom, J. A. Sheehan, W. F. Sline, W. S. Jackson.

PAPER IS KING

We take pleasure in reprinting the following article from the "American Paper Merchant," written by Paul J. Wielandy, President of the Blackwell-Wielandy Book & Stationery Co., St. Louis.

IF by a stroke of Providence, paper was taken from us, a calamity would follow eclipsing the most disastrous event to man in the history of the world. Paper is king—king of all commodities. Its use and its relation to society and commerce have never been fully understood and recognized. Paper occupies a unique place in our economic scheme.

For over a thousand years, paper has been the most important commodity of the world. Its use has shaped the destiny of the world. The history of every nation—every people is written upon it. Religion and commerce grew and prospered by the use of paper. The Bible and the Koran are printed on its surface. War is declared and peace is signed upon its face. The Constitution of the United States is engrossed upon its pages. The wealth of the world depends upon it—the wealth of nations is represented on paper—money is printed on paper and every country prints its postage stamps on paper.

Paper is the vehicle of power—it gives us knowledge. Books, printed on paper, furnish you and me and the world education. It unites the nations of the world by daily news printed on paper. It educates the world through its printed sheets and bound volumes. It carries orders to foreign lands and commands the transportation of the world.

It carries messages of love and sorrow. It wraps packages of industries—within its wrapper it brings happiness and gladdens hearts. It starts the fire in our humble homes. It records deeds—great and small—and furnishes the certificate for the holy bonds of marriage. Briefs, involving fortunes, are written upon its pages. Titles to land grants and deeds to property are executed on paper. Wills and testaments, conveying millions of dollars, are made on paper. Insurance policies and deeds of trust are issued on paper.

The Negro slaves were emancipated by Lincoln's proclamation on paper. Edicts and mandates are handed down on paper. Sentences of death and pardons are handed down from the courts of justice by written paper documents. Paper, conveying loans, won the World War. By the use of paper, universal confidence is established. Bonds, lithographed on paper, give the world's largest industries power to prosper.

Inventories, balance sheets, statements, market reports and statistics are printed on paper.

Fortunes are made and lost on paper.

Kings, potentates, rulers and presidents are made, dethroned and lost by the use of paper documents.

The world advertises on paper.

The great composers use paper to score their impressions and the music the world enjoys comes from these scores.

Men of letters become renowned by the use of paper.

Science records on paper every discovery of interest to man.

Millions of stately firs have given their lives for the making of paper.

The doctor prescribes on paper; the student learns through the aid of paper; Congress records its action on paper. Minds are molded and nations are swayed by what appears on paper.

The world's greatest engineering feats are figured and printed on paper.

If the art of paper-making were destroyed, it would paralyze the entire world. Everything would stop and we would soon be back again in the "Dark Ages."

Paper is king—king of all the world's commodities—there is no substitute.

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Clem*
Myrtle Mayshaw

K. D. McLeod spent the first two weeks of July on a vacation in Canada.

And Eleanor Morse spent her vacation at the same time and the same place. Scandal, CX!

Fuller Lockhart left on July 13 for two weeks in the wilds of Maine.

Edward Holmes of CX has become the father of a daughter, Collier, born on the 13th of June.

R. I. Costello was married on the second of July to Carl Weir of Norwood. Their honeymoon trip was to Smith's Cove, Nova Scotia. They are now at home to all their friends at Linden Street, Norwood.

Mildred Saitz, CX, left on July 13 on a two weeks' vacation to be spent at Winthrop and Gloucester.

Barbara Claire Muse, nineteen months' old daughter of John Muse, DM K

Three members of Purchasing and Traffic departments have recently enjoyed vacations, Mr. Robertson, Robina Urquhart and Mary Hickey.

Recently the Credit department received the following note, attached to a Bird & Son bill which had evidently been outstanding for some time. More than one request for payment had been sent to the company, without much success, but finally the bill was returned, with a check attached, and with the following comment: "Thanks for your nice letters from your credit department. We use them for copy, with good results!"

This seems rather a late date to welcome Mr. Garland into the office but we most certainly do welcome him. Mr. Garland is taking Frank Johnson's place in Department RCF.

Win Rhind spent a week of her vacation at Common Fence Point. As usual, Win had a good time.

Jessie MacDonald has been seen several times lately at Pieronni's partaking of live broiled lobster after 10.00 p. m. From all appearances, Mac "knows her lobster."

Gladys Duncan spent a week of her vacation in Toronto and Montreal. "Nuff sed."

Vivian Parsons, A, has been sporting a gay sunburn which she acquired at Rocky Point. Vivian spent most of her vacation in Rhode Island where she has a special attraction we don't know much about.

Mr. Merrill enjoyed his trip through the White Mountains into Maine where he spent a week of his vacation.

Mr. Davenport spent his vacation at Swifts Beach. Davy says there are certain weeks in the year that should have nine days instead of seven. Guess that indicates a good time.

George Dobler is the newest correspondent in CF and although he has been here some time now, we find that office furniture still disagrees with him. The other day the castors on his chair rolled over, took one look at him and knocked him right off onto the floor.

Ken Baxter is back after spending a week of his vacation at Hyannis and Great Barrington.

John Donovan is showing off a tan which he brought back from Brant Rock.

We were glad to see Mr. Bailey, Mr. Post, Mr. Graffam, Mr. Guise, Bob Garner, Dick Wynn, Eddie Johnson, and Jack Cook, all of whom stopped into the office while on their vacations.

Betty Lamore has spent her second week of vacation touring the mountains. We hope she has benefited by the fresh air in some way, since she just can't get fat around here.

Helen Curran is back from Weymouth and thinks she'd rather be back working than enjoying herself.

Kay Broderick was seen driving around taking trips here and there to fill up her spare time. Kay takes a vacation all right when it is given her.

Ann Kelliher and Antoinette Dornig have come back after a pleasant week together which they spent taking daily trips.

The latest thing for Saturday morning breakfast at the Bird Club is mackerel. Only one man was strong enough to eat it, and if he ever requests it again, we'd rather not say what might happen.

Part of the single men's team which "entertained" at the Bird Club Outing at Shore Gardens. Left to right, Harold Murley, Burton Arthur, Roy Smith, Lambert Anderson, Edgar Tarr, James Mack, Thomas Wright. Kneeling, Ambrose Fitzpatrick

We enjoyed the salt water taffy that Bessie Hubbard sent us from Atlantic City. Everybody said that it tasted like more.

Louise Percy had a wonderful vacation motoring through the White Mountains. Her second week was spent at "The Folsomdale," Onset, Mass.

We had a nice visit from Bill Ford who is travelling in the South Carolina territory.

Margaret Dalton enjoyed her vacation at Ocean Bluffs.

Robert Rodd joined the "benedicts" during his vacation.

J. L. Mattson has returned from his vacation at Old Orchard Maine.

Frank Larrabee has returned to work after being absent two weeks.

Wilbur Fay and Elizabeth Tolman are helping out in AC during the vacation period.

Margaret Delaney, Florence Nichols, Sophie Eppich, and Howard Mann are all on vacations.

H. S. Whitney, AK, is back at the office after a business trip to the Consolidated Paper Co., Monroe, Michigan, and our plant at Chicago.

Edgar Tarr, Maurice Tarr, and John Andrews climbed Mt. Washington over July fourth, and later visited at Rockport, Maine.

PAPER MILLS
East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

Certain people have come to the conclusion that Jack Bradley of Dept. H has a little Scotch in him (no, not the kind you are thinking of), having made 1200 miles in three days when he had as long as two weeks to make the trip. Bet you didn't see much, Jack!

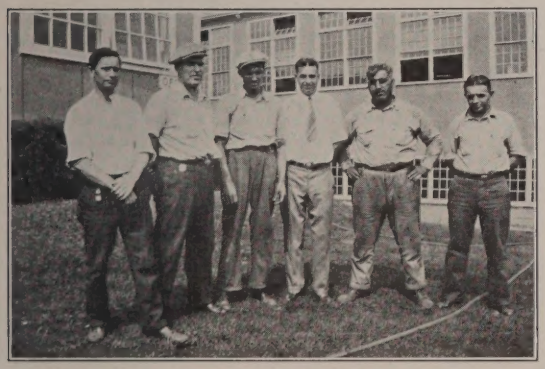
The married men of Dept. H welcome into their circle another lucky man, K. G. Rouillard. Congratulations.

Happy Timmins of EF is playing Bachelor while his family is away at the beach. George Towle need have no fear for his scales next time Happy gets weighed.

Letters and cards have been received from Dagmar Peterson and Olga Anderson who sailed for Sweden on the Gripsholm on June 19. They enjoyed a very pleasant trip, and are looking forward to an interesting trip through Sweden.

Mr. and Mrs. Steve Smith entertained several Bird friends at their cottage at Swift's Neck on a recent week-end. The guests were Althea Garland, Maude Kaler, Jessie McDonald, Welthea Smith, and Evelyn Wadleigh. According to reports, there was not an idle moment.

Nelson Bartlett has been transferred from DMH to the Building and Roofing plant. His place is being taken by Warren Kumblad.



Winners of the Phillipsdale Fire Brigade Contest. Left to right: Alexander Homenick, Joseph Doyle, Manuel Neves, Leslie Howard, Manuel Perry, Darrell Richardson

James Houlihan spent a week recently in Bridgeport, Connecticut.

Dave Kelley is spending his summer vacation at DMT, but for some reason he doesn't think it much of a vacation.

Dave Fitzgerald has returned from Canada where he claims the fishing was good.

John Linnehan was recently towed home from Moseley's when the chariot refused to function.

Dan McMillan of No. 4 is looking for a wheel for his Gardner Sedan. Better get two wheels, Dan!

Mike McDonough went blueberrying not long ago and came home with a nice pail full of leaves and sticks.

Has anyone a second hand battery? Vincent Grudinsky has to push his car to start it, and he has an idea that what he needs is a battery with some pep.

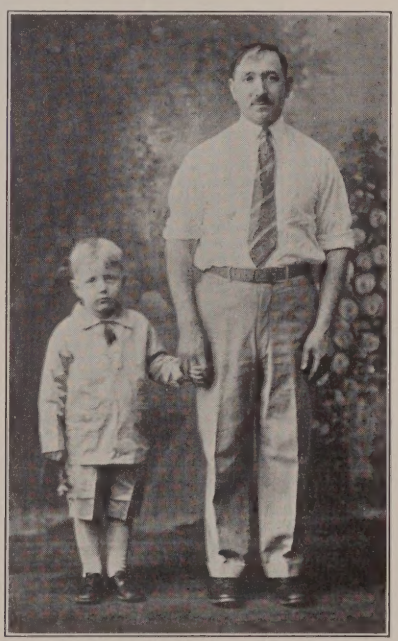
Dave Kelley and his brother are now known as the Kelley Bros. Trucking Co. of Walpole, and their service is any time, any place,—and any reasonable price.

We wish to welcome to PML Perley Mudgett and Albert Gilmore, chemists from the University of Maine, and Ivar Humble temporary visiting chemist from Sweden, connected with the Technical Association of the Pulp and Paper Industry.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

We congratulate Mr. Charles W. Conrad upon his recent election to the Chairmanship of the Boston Section of the American Society of Mechanical Engineers. This nation-wide



Joseph Catalina and son. Joseph works on the presses in No. 1 Box Shop

society is one of the largest and most influential in the Engineering field.

Robert Orr, ERB, is enjoying his vacation by taking short trips to local beaches.

Michael Kelley, ERB, was called to Canada recently because of the serious illness of his father.

Frank Whitehead recently shelled out three dollars to go up in the air, but when he saw one plane make several tail spins, he judged three dollars a small price for his life, and promptly left the flying field with both feet still firm on Mother Earth.

Charles Rafuse, SMR, is a finished golfer—all done. He made a hole in 27 the other day!

Maurice Tarr, Charles Rafuse, John Andrews and Edgar Tarr climbed Mt. Washington over the Fourth. They met with quite a few obstacles on the way to the top, including a snowstorm accompanied by an 80-mile gale. Rumor has it that they met and passed a mountain goat on the way up—the pace they set was too fast for the poor fellow.

Joseph Eppich has returned to work after a short "vacation" spent at the Massachusetts General Hospital. Welcome home!

The following men have returned from real, and we trust

enjoyable vacations: Michael Curran, Carl Osterlund, James Hadden, George Eisner, John Sullivan, Martin O'Donnell, William Morrissey, Martin King, Dan McDavitt, Martin Conley, Eric Anderson, Albin Gottberg, Michael Smith, Michael Powers, Jerry Cullinane.

Mrs. Robert Hood has sailed on a visit to Scotland.

J. B. King is progressing nicely after a two weeks' stay at the Norwood Hospital. He thanks the boys for their many visits.

Wilbur Fay spends his week-ends constructing a camp in the New Hampshire hills.

Ernest Stott has been entertaining his sister who is in this country on a visit from England.

to pay for it.

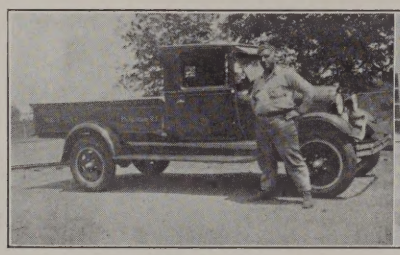
Arkin Carolina has left us to return to his home in Washington.

Charlie Smith recently paid a week-end visit to his home in Brunswick, Maine.

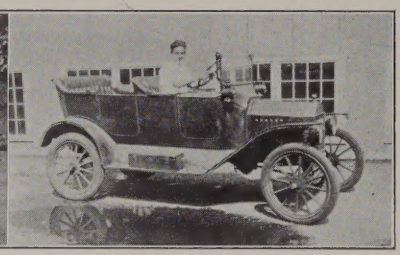
Ed Vatcher is spending his honeymoon in Nova Scotia.

Billie Banks seems quite proud of his new Ingersoll Rand air compressor which was installed recently in the repair department.

Lewis Jennings is telling a tale of woe about hauling water for a mile or so in order to mix cement in his cellar. After the cement was finished along came a rain which flooded his cellar for him.



Manuel Perry and the new Phillipsdale Truck



Albert Barratt, Phillipsdale office boy, and his new two-dollar Ford

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Great excitement reigned for a while during our hose contest between the reel company and Company 4. The reel company won "hands down" but Company 4 claims it wasn't fair as the reel company were thinking about it before hand. Company 4 only had a month's notice. The reel company is made up of Leslie Howard, Captain, Alexander Homenick, Lieutenant, Manuel Perry, Joseph Doyle, and Manuel Neves. Darrell Richardson was in the contest with the reel company in place of one of the regulars who was on his vacation.

Serafim Moreiro has been visiting us lately and states that his foot is coming along slowly. We were glad to see him.

Leslie Howard, in addition to raising owls, dogs, etc., on his farm in Warren, has now started a duckery. Contributions for the feeding of the live stock are solicited.

We welcome this month Percy Walton, who has started to work in the maintenance department, and William Andrew, who has started on the machine.

Henry Lada and Peter Geretz also have new jobs as they have been transferred from the cutter room to the beater room.

Joseph Wynne has received a five-dollar check and John Hall a check for ten dollars, both being prizes for accepted suggestions.

The only new car we could find this month was Catlow's Maxwell. While it is not new he says it is enough to get him here and get him back.

We are glad to report that Manuel Costa's wife, who recently underwent a serious operation, is now at home and is improving. John Nolan's daughter, Isabelle, is also improving from an operation for appendicitis.

Michael Finizie, Makar Kurda, Joe Perry, Tony Sousa, George Madden, Frank Mello, and Tom O'Holleran have all had their service vacations. Joe Perry, who usually digs a couple of barrels of clams per tide down on Cape Cod, came back this year with nothing but a story that the tides were too high.

John Nolan, William Livingston, Henry Phelps, Rex Salisbury, Lloyd Allen, Hugh Treacy, and Rose McKenna have had their two weeks off and are now back to work again.

Charlie McLoughlin recently made a trip to his home town in Vermont.

Herbert Chamberlain was Phillipsdale's delegate to the Bird Club outing. We don't want to say that he went because it was free but nevertheless we understand that he didn't have

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

Mary Sameski is the proud owner of a new Nash sedan.

Helvi Lehtonen is to be congratulated on her performance at the recent song recital in Norwood, in which she took part.

Esther Olson has been touring the White Mountains during the month of July.

Mitchell Byers left Bird & Son during July. We were sorry to see him go.

It looks good to see Sam Gladding back on the job again, appearing as fine as ever after his operation.

Martin Costello, August Petrova, John Lydon, Patrick Graney and Roy Fullerton have all enjoyed vacations since the last issue of the *Review*.

Harry Tower, who built a new garage early this year, has evidently decided that his old car didn't fit in the new building, because he has now blossomed out with a new Hudson.

James Constantine, it is reported, is a grower of wonderful string beans. See him for samples.

Henry Johnson was a recent contestant at a Prize dance held at the Spanish Gables, Revere.

John Waltonen is on the market for a set of solid rubber tires for "Henry," as John says every morning and every night his tires look fine on top but not so good on the bottom.

Ralph Farris and his family are spending their vacation at Onset.

George Towle is enjoying his vacation at Hartford, Connecticut, with a side trip (?) to New Hampshire.

We welcome Emerson Everett at FXV who is filling in during vacation time.

Wilmer Wiggin spent his vacation in the vicinity of Concord, N. H., and reports a good time.

Arthur Hassler reports a big hay crop at Norfolk. He harvested a big one the other week-end.

Richard Sprague spent a week-end in July at his home in Vermont.

John O'Leary spent an enjoyable vacation at the various beaches around Boston.

Frank Malacario is spending his vacation in West Virginia.

John Goonan is back on the job after his recent sickness.

Lost: a shirt, in FXC. Finder please return to Patrick Sylvester, FXC.

Edgar Ross and family spent a recent week end at Onset.

BUILDING AND ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

We find the following on the vacation list at FB:

Elmer Jordan, who has been taking day trips, including one sea voyage.

George E. Smith and Mrs. Smith, who are speeding the new car to Maine shores in search of Lobsters, Maine clams and other attractions of the sea coast.

Ralph Kolseth, who is enjoying life at Kennebunkport.

Tony Milus, who spent most of his week bathing in the surf at Nantasket and Revere.

George Polumbo, FBP, claims he is the Tomato King of Norwood, and he certainly does show some nice big red ones.

John Ahearn, FBZ, has just completed an addition to his house on Railroad Avenue, Norwood.

Owners of new cars at FB include George E. Smith, Mario Tomassetti, and Henry Morgan.

John Sheehan, FBF, in the twenty-seven years he has worked for Bird & Son has seen the kinds of shingles grow from four to over fifty. Now he is shingling his house on Catalpa Road and has selected Neponset Twin Art Blend. The Neponset Twin is one of the first shingles made by Bird & Son.

James Marcus has returned home from the hospital after an operation, and we expect to see him back on the job soon.

Leo Cyr and Charles Norton of FBF are back at work after two weeks at Camp Devens.

Deeb Esber has returned after his recent illness.

Everett Lindquist and Victor Makela are both enjoying vacations.

Jack White is making a visit to his old home is England to see his mother and just before leaving he received word to hurry home as his brother was very sick and not expected to recover. Our deepest sympathy is with Jack, and we hope that when he reaches home he will find things not as dark as they seemed when he left.

Nelson Bartlett is now with us in the mechanical department of FB.

Alden Boothby is leaving our family very soon, and we wish him the very best of success in his new work with the Engineering Department of the Improved Risk Mutual Company. He is a man who has been with us for eight years, and we shall surely miss him.

We miss Warren Manson's green Nash, and hope he will replace it soon. And so does Jack Conroy!

Jack Rasch has been with us at FBM on a visit. He has renewed some old friendships, and when he returns to EM we hope he will have a good word to say for us.

A new cooling rack and a building to house it, two new shingle machines, and the beginning of the manufacture of Art Bric shingles are all new improvements at FBPM.

Dennis Driscoll asks that everyone who has a picture of the Bird Club Outing look plumb in the middle and see him with his badge!

Speaking of the Outing picture, the messenger boy at FB claims that Harry Dresser looks bald-headed in the picture. Frank is quite an observing chap at times!

Michael Sheehan and Frank Mori have both returned from their vacations.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

It was with great regret that we learned on July 8 of the passing of William Calder. Mr. Calder entered the employ of Bird & Son at the time we took over the Chicago Plant and was an outstanding example of the faithful, honest workman who takes pride in doing every day's work as well as it possibly can be done. Perhaps no greater tribute can be paid to a man than to say that he did every day's work honestly and thoroughly.

Miss Irene Kelly, a sister of Miss Anne Kelly, helped out in the Sales Department for a few days.

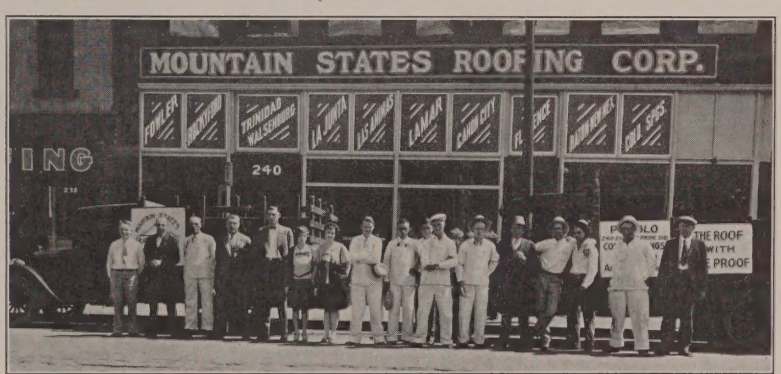
Ben Roberts returned from his vacation on Monday and left immediately for a meeting in Washington of the Manufacturing and Research Committee of the Asphalt Shingle and Roofing Institute, of which he is a member.

With the assistance of Erich Gach, Ray Wolfe, and the new Emerald colored slate, the Restaurant Building has certainly taken on a very gay appearance. In fact, the building and grounds lend beauty and charm to the entire neighborhood. Bill Rogers has done a very good job this year in keeping the lawn and shrubbery well trimmed and fresh looking.

Miss Myrtle Brebach is subbing in the Accounting and Stenographic Departments during the vacation period.

Sam Campbell of No. 2 Machine Crew had several fingers badly jammed between the pull rolls recently. He will not lose any of the fingers but will be unable to work for some time.

None of us give much thought to all the bomb throwing we hear about in Chicago, but no doubt Miss Conmey of our Credit Department will take them more seriously in the future, after her thrilling experience on the morning of July 4. One of our patriotic gangsters did a little celebrating by tossing a bomb next door to her home and it caused considerable damage to windows all over the neighborhood.



Employees of the Mountain States Roofing Corporation, Pueblo, Colorado, a roofing dealer. All the men are required to wear white overalls and jackets while on the job

Mr. Hird came back from his week-end fishing trip in Wisconsin without any fish but with plenty of sun tan.

Miss Langohr of the Accounting Department received injuries in an auto accident which will make it necessary for her to be absent from work indefinitely. Miss Langohr was a new girl in the office and we are sorry that she had to leave so soon and for such an unpleasant reason.

We extend our sincere sympathies to Joe Voltmer, whose brother passed away last Thursday, June 26, in California.

FLOOR COVERING PLANT AND OFFICE

Norwood, Mass., Plant

Leon Wilson *Lester Evans*
Tom Rogers *Lawrence Gammell* *Leo Haggarty*

James Harper, FFF, has just moved into his new home in Westwood.

Walter Cambo has recently transferred from FFF to the print machines.

Gus Hagman has been reported as seen snooping around the new development in Westwood. Anything in the wind, Gus?

During a recent hot spell Harry Burton, FFF, was actually seen without a white collar and tie—sure proof that it really was hot.

Frank Sutherland is going to use his new Hup as a post-puller. It has proved very successful and efficient on the cement posts at FFF already.

FF's weather indicator will soon be on the job again. Gus Hagman is having the venerable Stutz rejuvenated.

Leslie Latham says he is going to declare war on the local National Guards unless they cease recruiting entire companies from his department.

Harry Burton spent a recent week-end with friends in Castleton, N. Y.

Elliot Webber, FFR, is taking no chances of getting stuck on the road. He carries his trace chain around with him draped over his right arm. We suspect he acquired this when in Fall River recently.

Frank Tohosky, FFV, recently tried to substitute his arm for the usual 4x4 brace which holds oil barrels, resulting in a mighty sore arm.

The FFF loud speaker, John Patinsky, has recently left Bird & Son to enter the employ of the Multibestos Company.

Nunzianti Famigletti has a new job—namely, that of interpreter to the son of William Pasguar, just arrived from Europe.

Francis Smith has been seen sporting around of late in an new LaSalle, but he says he is still on the waiting list for that new and "Better Car" that Buick is going to build.

The following men from FF spent the two weeks from July 6 to July 20 on a tour of duty at Camp Devens: James R. Hanley, FF Lab.; Frank Tohosky, FFV; Elliot Webber, FFR; Laurence Gammell, FFF; Amos Wiljakianen, FFR; Clement Coughlin, FFP; David Boyden, FFN. Several other men from the other Bird & Son plants also attended.

Loren Murphy has left Bird & Son to accept a position on a railroad in Canada, and Paavo Jarvi has left to take up work in Fitchburg, Mass.

Hugo Salomaa made a trip to Niagara Falls and way stations during July.

Roland Forbes, FFR, and Howard Johnson, FFD, went down East on a vacation recently.

Mary Carlson has been transferred from FFR to FFV.

Vacations are pretty numerous at FF just now. Here are a few of them:

Howard Johnson spent his in Canada, but he doesn't tell where or how.

Frank Clem is going soon to a sporting camp in Vermont. Indoor sports, Frank?

Bert Seekins has gone to Augusta and Bangor, Maine.

Richard Seavey went to see Niagara Falls—or at least that is what he says.

We were pleased to see Win Prescott, formerly of FF office, who visited the plant during July.

John Macchi is the new hero at FFM. On the night of July 19, after three hours of battling, he finally caught a runaway horse!

Lloyd Smith of FFN has purchased a new Ford as a service car for his Hudson Coach. We wish him luck in prompt service.

Lester Evans wanted to borrow a 22 rifle from his fellow-workers for a bear hunt in Northern Maine, but was promptly refused for very good reasons.

John Smith of FFN finds that the Westwood well water supply is not very serviceable this dry weather. He also discovered the other morning when the Studebaker refused to start that he could walk to work faster than he could drive. Hereafter when we see him walking, we shall know that he is in a hurry.

George Johnson, FFP, has installed a new motor in his Ford since he found out the knock he had been troubled with was a broken crank shaft.

Trucking and furniture moving. Satisfaction guaranteed or money refunded—apply to William Walker, FFN.

Mr. and Mrs. Arthur V. Ternus, newly married and Mr. and Mrs. George C. Allert of Chicago, also recently married

CHICAGO OFFICE

Ralph W. Duvall — *Lillian Moe*

June the month of brides was no exception this year in so far as the Birds in the Western Floor Covering Division are concerned.

George Allert forsook the ranks of the carefree bachelor on June 25. One cannot blame him very much, however, after a glance at the accompanying photograph.

Margaret Reidhauser is all smiles lately and is continually humming the tune of some "love nest" song. She became Mrs. Melvin Coutts on June 26.

At the time this famous publication goes to press, Art Ternus will be known as merely the "other half," or perhaps we should

say "the lesser half." He takes as his bride Lauretta Hoyer on July 27. A picture of them is shown elsewhere in the *Review*.

Best wishes to all of the newlyweds.

Betty Rohr is spending her vacation in Albany, New York —her old home town. She will be able to tell you anything you want to know about the East when she returns. She has already visited Speculator, Saratoga and New York City.

Mary Maloney is spending her vacation visiting surrounding lakes. She and Virginia Szukalla spent last week-end up at Delavan Lake.

Saddie Doughty spent one week of her vacation out of town and the other right here in the city. Saddie is a Cub fan and as they were in town at the time she had to stay here and watch their progress.

One of Peggy Fay's trips during her vacation was a drive down the Blackhawk trail along the Rock River to Dixon, Illinois. Mary MacWade is vacationing at their summer home at Fox Lake and Helen Behrens has just returned from a stay in Northern Illinois.

The open road called to Ralph Duvall and he drove down to Dallas, his old headquarter town, for a few weeks.

Harley Lageschult has returned to the Chicago office to take on the duties of inside salesman. For the past four months he has been at the Mill.

Effective July 15, J. A. Petitclair is taking over the Eastern Iowa territory and A. V. Ternus is going out into a new territory in Western Iowa and Nebraska. Both of them have the best wishes of the whole organization for success.

July 16 and 17 were not merely two days of July but red letter days for Bird floor covering people. On these days the summer Meet-up was held, dedicated to the proposition that all salesmen will sell more floor covering during the fall season. We had the added incentive of having a new product in Bird tile—the tile in style.

The afternoon of the 17th was spent in playing golf at the Brookwood Country Club, followed by a dinner in the evening.

We have had a display at the American Furniture Mart for the past two weeks. A list of the buyers who visited us at our space during the Furniture Market will be published in the *Review* next month.

EAST WALPOLE TENNIS CLUB

AT the end of the first round of matches in the singles tournament, which round was completed on July 22, the results were as listed below:

Carl Clem vs. James Mack. Winner, Clem, 6–0, 6–2.

Kenneth Morang vs. Edgar Grout. Winner, Grout, 6–1, 6–2.

Thomas Wright vs. Russell Wyman. Not Played.

Arthur Cripp vs. C. D. Hurtt. Winner, Hurtt, 7–5, 6–2.

Carroll Smith vs. P. H. Bailey, both defaulted.

E. I. Merrill vs. J. J. Bradley. Winner, Bradley, 6–1, 9–7.

Frank Clem vs. John Donovan. Winner, Clem, 6–1, 6–0.

Ernest Smith vs. D. P. Colburn. Winner, Colburn, 6–2, 6–0.

Donald Kirkpatrick vs Frank Vietze. Not Played.

Ralph Kemp vs. H. L. Barker. Winner, Barker, 2–6, 6–3.

Edgar Tarr vs. Earl Clark. Winner, Tarr, 6–0, 6–3.

As we go to press, matches in the second round are being played off. Those which have been completed are as follows:

Frank Clem vs. D. P. Colburn. Winner, Clem, 6–2, 6–2.

Peter Clem vs. Ronald Urquhart. Winner, Clem, 6–3, 6–2.

Frank Reynolds vs. B. D. Rogers. Winner, Reynolds, default by Rogers.

J. J. Bradley is a winner in the second round, because of the fact that both his opponents, Carrol Smith and P. H. Bailey, defaulted. Four matches in this round remain to be played.

In addition to this tournament, the Club is arranging several matches to be played with Clubs from other localities. One has already been scheduled with the Woonsocket Y. M. C. A., and will probably consist of four single and two double matches. It is hoped that similar matches can be arranged with Brockton and the N. J. Magnan Corporation in North Attleboro, Mass.

The new home of F. W. Jakel in the process of building in Wauwatosa, a suburb of Milwaukee. It is covered with Bird's super-built, thick-butt, art blend shingles installed by the Universal Roofing Company

FRANCIS WILLIAM BIRD TROPHY

THE second annual singles tournament for the Francis William Bird Trophy are under way, and at the date of this writing twelve players have signed up.

This trophy, which was awarded for the first time last year, was offered by Charles S. Bird, Jr., and is to be competed for annually by players of amateur standing in Walpole, East Walpole and Norwood. The winner will have his name inscribed upon the bowl which may be kept by him until the following year, when it will go to the new winner. In addition, a plate with the date and winner's name inscribed upon it is given to the man in first place for his permanent possession.

Last year the trophy was awarded to Cornelius Gardner who won in the final round from Edgar Tarr.

Those who have already entered are listed below. This list is not final, as the entries are still open at this writing.

Frank Clem, Peter Clem, Ronald Urquhart, Roy Smith, John Donovan, Arthur Cripps, Kenneth Morang, Ernest Smith, Martin Beregin, Carl Clem, Arthur Curtin, Edgar Tarr.

A FOOL THERE WAS

A fool there was and he saved his rocks, even as you and I; but he took them out of the old strong box when a salesman called with some wild-cat stocks, and the fool was stripped down to his socks, even as you and I.—Selected.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during August:

			Yrs.
Richard C. McCabe	8–14–1885	Box Factory	44
James E. Smith	8–17–1885	Paper Mill	44
Mary Friary	8– 1–1887	Roofing Plant	42
Frank Murphy	8–19–1895	Finishing Mill	34
Hattie Willis	8–17–1896	Retired	33
John Sullivan	8– 3–1899	Maintenance	30
Daniel McDavitt	8– 3–1899	Maintenance	30
John Sheehan	8– 2–1902	Roofing Plant	27
Martin O'Donnell	8–10–1902	Maintenance	27
Mary McKinnon	8– 9–1905	Box Factory	24
L. P. Balduf	8– 1–1906	Paper Mill	23
M. J. Hawkins	8– 6–1906	Traffic	23
John Blazonis	8–15–1907	Paper Mill	22
Michael Coyne	8– 1–1908	Paper Mill	21
George Stone	8– 7–1908	Paper Mill	21
John Wilkes	8– 8–1908	Box Shop	21
J. D. Countway	8–20–1909	Power and Steam	20
Margaret Corcoran	8– 5–1919	Main Office	10
Everett Brennan	8– 5–1919	Maintenance	10
Frank O'Neil	8– 6–1919	Box Shop	10
Nicola Troiana	8–11–1919	Paper Mill	10
Agnes Foley	8–18–1919	Main Office	10
John Davidonis	8–21–1919	Box Shop	10
Joe Waksemovicz	8–24–1919	Floor Covering	10
Richard Stoddard	8–25–1919	Roofing Plant	10
Harvey Batten	8– 6–1924	Paper Mill	5
Henry Dowdie	8–11–1924	Box Shop	5
	PHILLIPSDALE		
Charles Cyranock	8– 4–1910		19
Alexander Homenick	8–23–1915		14
Manuel Neves	8– 1–1924		5
	CHICAGO		
Larry Doherty	8–17–1919		10
Earl Moore	8–18–1924		5

DEPARTMENTAL BASEBALL

GAMES are being played, slowly but surely, toward what looks now like an unquestionable season's victory for No. 1 Box Shop. Slowly, because so many of the games have had to be postponed on account of the Industrial League which plays three times a week now, and surely because every game except two which the Box Shop has played it has won.

Main Mill, as last month, is still second on the list, and the other teams remain the same, except for the two at the bottom of the standing. The office team, which last month footed the list, has risen one place and Norwood, once tied with the Bird Club for fourth place, is now last.

Although the many postponements will prevent the season from being finished on schedule, it is expected that all the games will be completed in time to make complete announcement in the next *Review*.

We print below the standing of the teams as of July 25, and the batting averages of those over .300 who have played in four or more games.

Standing of teams as of July 25:

	Won	Lost	Average
Box Shop	6	2	.750
Main Mill	5	2	.715
Maintenance	5	3	.625
Bird Club	3	3	.500
Office	3	6	.334
Norwood	2	8	.250

Batting averages:

	AB	Hits	Average	Team
Smith	13	8	.615	Maintenance
Wright	20	9	.450	Bird Club
Oakes	26	11	.425	Main Mill
Concannon	12	5	.415	Maintenance
Coughlin	12	5	.415	Office
Readel	10	4	.400	Box Shop
Wilkins	20	8	.400	Main Mill
Bradley	16	6	.372	Bird Club
Lombardi	19	7	.370	Main Mill
White	29	9	.310	Box Shop
Young	13	4	.308	Office
Heikkeler	23	7	.304	Box Shop

Restaurant Under New Management

ON and after August first, the restaurant in the Bird Hall block, formerly owned and operated by Larimore, will change hands and be under the management of Augustine P. Lynch, owner of the Bay State Diner at Foxboro.

Mr. Lynch will himself take supervision of the restaurant which will now be known as The Bay State Dining Room. Meals will be served on week-days until 7 p. m. The dining-room will be closed on Sundays and Holidays. Saturdays it will close at 3 p. m.

Bird & Son Float Wins Second Prize

SECOND prize in the Walpole Legion 1929 Fourth of July parade was awarded to Bird & Son for its float entered in the procession. First prize went to Oak Hill Greenhouse whose elaborate display easily excelled the others.

Bird & Son's float consisted of an attractive miniature house. On its roof were six different types of shingles made by Bird & Son. One side of the house was covered with Insulating Board, the other with black Building Paper. The front was constructed of art-bric siding, the newest venture of Bird & Son in shingle material.

The Five Mistakes of Life

1. The delusion that individual advancement is made by crushing others down.
2. The tendency to worry about things that cannot be changed or corrected.
3. Insisting that a thing is impossible because we ourselves cannot accomplish it.
4. Attempting to compel other persons to believe and live as we do.
5. Neglect in developing and refining the mind by not acquiring the habit of reading fine literature.

A Dollar Well Spent Is Money Earned

THERE is food for thought in that time-worn phrase, "Figures don't lie." Personally we have found that they are quite apt to lie if we take, for instance, a list of several bids on some job for which we are getting prices. The figures on the lowest bid seem to say, "Use me and I will save you one hundred dollars—I am figured to meet specifications—take advantage of the economy." In actual fact, these lowest figures may be the most expensive in the long run.

Suppose these bids pertain to fibre shipping cases. The concern purchasing them must decide whether or not this lowest bid will really save the hundred dollars that it apparently does at first glance. Specifications may be met, and still that one hundred dollars may be an expense rather than a saving. Fibre shipping cases have a definite task to perform. They must not only carry your merchandise to your customers, but they must see that it arrives there in good condition. Again, a battered box, even though the goods inside are undamaged, makes a very poor impression. Goods which are damaged upon arrival, or which arrive in a badly scarred container are not the goods a customer will buy a second time. The purchase of cheap shipping cases to ship goods means a loss and not a saving to the company in such a case.

Secondly, the dealer should consider whether or not he is losing a valuable advertising opportunity by refusing to spend the extra hundred dollars. Nearly every packing case of the present day carries on its side the design or trade mark of the company whose goods it carries. If this design is poorly printed or left off entirely because of the extra expense that good printing might involve, the company is losing much more than the hundred dollars that it might save in buying the cheaper packing case.

In nearly everything we buy this Unknown Quantity plays its part. Good will or ill will results. An old customer may be lost because of the poor condition of a shipment. Bright, attractive printing jobs on cases that carry goods securely and safely to their destinations may bring many new customers. If the alternative is sacrifice of quality, one hundred dollars is always better spent than saved.

Visitors at the Plants During July

Chicago Floor Covering Office

Mr. R. R. Chism, Mississippi Valley Furn. Co., Memphis, Tenn.
Mr. Herbert Rule, Manufacturers Furn. Co., Little Rock, Ark.
Mr. Harry Moore, Manufacturers Furn. Co., Little Rock, Ark.
Mr. Wm. Slater, Jr., Wm. Slater, Jr., Company, Chicago, Illinois.
Mr. L. F. Larson, Bon Marche Company, Seattle, Wash.
Mr. L. W. Prouty, Pacific Coast Division Manager.
Mr. H. E. Sawyer, Jr., Vice-President.
Mr. Pozofsky, Division Linoleum Co., Chicago, Illinois.

Western Division Visitors at New York Office During June Opening

Mr. George Weidig, Maison Blanche, New Orleans, La.
Messrs. Merron and Blair, Montgomery Ward & Company, Chicago.
Mr. Weiss, Weiss Furn. Co., Richmond, Ind.
Mr. R. L. Parrish, Sears Roebuck & Co., Chicago, Ill.
Mr. Hertogs, Leader Store, Minneapolis, Minn.
Mr. Lewis, Kobackers, Pontiac, Michigan.
Mr. Brooks, Crowley Milner Co., Detroit, Mich.
Mr. Koenen, Boston Store, Milwaukee.
Mr. J. S. Bricka, L. Ginsberg Furn. Co., Des Moines, Iowa.
Mr. A. T. Primm, J. Kennard & Sons Cpt. Co., St. Louis, Mo.
Mr. O. F. Shaw, J. Kennard & Sons Cpt. Co., Indianapolis, Ind.
Mr. I. J. Voss, W. A. Wieboldt Co., Chicago, Ill.
Mr. H. W. Smith, O. W. Richardson Co., Chicago, Ill.
Messrs. Ellison and Hammer, Ellison Furn. & Cpt. Co., Fort Worth, Texas.
Mr. P. Brown, A. Leath & Company, Rockford, Ill.
Mr. Kent, Rosenfeld Kent Co., New York, New York.
Mr. L. Turner, Johnson Furniture Co., Shreveport, La.
Mr. A. W. Wolterstorff, Butler Brothers, New York, New York.
Mr. H. E. Kaestner, Schusters, Milwaukee, Wisconsin.

Chicago Building and Roofing Visitors

Mr. H. Frey of Frey Brothers Lumber Co., Michigan City, Ind.
Mr. Dingman of Peoples Roofing Co., Michigan City, Ind.
Harry Prinzler, Indiana Salesman, Indianapolis.
Mr. H. S. Whitney of East Walpole.
Mr. Frank Young of Logansport Roofing Supply Co., Logansport, Ind.
Mr. Mefferd of Mefferd & McGuire Co., Des Moines, Ia.
Mr. McDowell, Ft. Wayne Builders Supply Co., Fort Wayne, Ind.

The Canadian falls at Niagara. Their immense size can be judged by the height of the people standing at the top of the falls on the left of the picture. Taken by Hugo Salomaa of FFR.

It Is Not Always Easy
To apologize.
To begin over.
To admit error.
To be unselfish.
To take advice.
To keep trying.
To be charitable.
To be considerate.
To profit by mistakes.
To forgive and forget.
To think and then act.
To shoulder a deserved blame.
BUT IT ALWAYS PAYS.

NORFOLK INDUSTRIAL LEAGUE

HARD luck and a series of defeats is largely the story of Bird & Son's part in the Industrial League this last month.

The first game to be played since our last writing was the one with Norwood at Norwood on June 25, which ended 4 to 3 in Norwood's favor. The next game with Curity at East Walpole was also lost by one run. In the ninth inning Curity was leading, 7 to 6, when Bird & Son scored the necessary run to tie things up. It was the eleventh inning before Curity scored the eighth run.

On July 2 Norwood played its return game at East Walpole and walked away with the honors, 6 to 4, and on July 6 Stoughton came to East Walpole and repeated Norwood's performance by winning 11 to 5. Another tie game with Canton was played on July 9, ending with a 3 to 3 score at the end of the eighth when the game was called. On July 12, however, Canton invited Bird's to their own field, and after running up seven runs in the fifth inning, trimmed us 9 to 2.

A third game with Norwood this month told the same story as the other two—a 7 to 0 win for Norwood. The game which was played on July 20, just as we go to press, was with Condit at Hyde Park and was won by Condit, 3 to 0.

By the time this issue of the *Review* appears the first half of the season of the Industrial League will be completed. Norwood stands indisputably in first place with only two games lost out of fourteen played, and Canton second with seven won and four lost.

The latest available standing of the teams is given below:

	Won	Lost	Per Cent
Norwood Press	12	2	.857
Canton	7	4	.635
Condit	5	7	.416
Stoughton	4	7	.364
Curity	5	9	.359
Bird's	4	8	.334

Batting averages of those who have played in at least five games:

	AB	H	Average
Smith, Julian	22	8	.364
Graney	35	10	.286
DeCosta	20	5	.250
Eppich	24	6	.250
White, Howard	51	11	.216
Smith, Ernest	18	3	.168
Bradley	24	4	.166
Arthur	20	3	.150

GIRLS' TENNIS CLUB

ON July 19, the Bumper tournament of the Club was concluded and the elimination tournament organized. Results of the bumper tournament are listed below. Groups A, B, and C of this tournament will be included in the elimination contest.

The new tennis courts have been open over a month and are in almost constant use. Keys are available for all members of the Club, and any girls who have not yet obtained theirs may do so by applying at the Credit Union.

Results of the bumper tournament:

Group A.

Phyllis Polumbo, FXB
Louise Percy, AC
M. B. Owens, CF
Ann Kelliher, CF

Margaret Delaney, AC
Flora McDonald, CX
Muriel McDonald, FXB
Hazell Crandall, AC

Group B.

May Walsh, CE
Edith Goodwin, AS
Hope Spiers, AS
Julia Lewis, FX1

Ida Phillips, VN
Nellie Shergals, P
Wilma Reardon, FF
Elizabeth Lamore, CF

Group C.

Agnes Kelliher, AC
Ann Brennan, AT
Alice Clem, CX
Julia Clem, VN

Dorothy Hartig, VN
Helen O'Kane, CE
Ann Mahoney, GC
Genevieve Pare, FX1

Group D.

Eva Knoll, CF
Bertha Broadley, CF
Alice Conley, VN
Agnes Conley, FXB

Catherine Dowdie, TL
Florence Nichols, AS
Mary Stone, VN
Martha Clem, FF

Group E.

Ruth Carr, FXF

Sophie Ceglarski, VK

Drawings for the Girls' Singles Elimination Tournament:

Group A.

Flora McDonald, CX vs. Muriel McDonald, FXB
Margaret Delaney, AC vs. Margaret Owens, CF
Louise Percy, CE vs. Ann Kelliher, CF
Phyllis Polumbo, FXB vs. Hazel Crandall, AC

Group B.

May Walsh, CE vs. Elizabeth Lamore, CF
Wilma Reardon, FF vs. Hope Spiers, AC
Julia Lewis, FX1 vs. Edith Goodwin, AS
Ida Phillips, VN vs. Nellie Shergals, P

Group C.

Genevieve Pare, FX1 vs. Alice Clem, CX
Helen O'Kane, CF vs. Julia Clem, VN
Ann Mahoney, GC vs. Agnes Kelliher, AC
Dorothy Hartig, VN vs. Ann Brennan, AT

VACATION PICTURES

August is the month for Vacation pictures. Remember to get yours in for the contest before it closes on September 15th.

T-T-t-wo of a K-k-k-ind

"H-h-how f-f-far is it t-t-to B-b-b-barhaven?" the gentleman asked a traveler in the smoker. The man stood up without a word and went back to his chair-car. Another passenger answered the question, then sought out the unfriendly one.

"Why didn't you answer his question just then?"

"D-d-d-do you want m-m-me to g-g-g-get my f-f-f-fool head kn-n-n-nocked off?" was the reply.

Pat: "This is the foist time inny of these corporations hev done innything to binnefit the workingman."

Mike: "How is that, Pat?"

Pat: "It is this siven-cent fare. I hev bin walkin' to and from me work and savin' tin cints, and now I kin save fourteen cints."

BIRD PRODUCTS

Building and Roofing Division

BIRD Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

BIRD Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

BIRD Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White American Board

BIRD Specialties

Asphalt Felt Paroid Built-up Roof BIRD Deadening Felt
Plastic Cement Roof Coating
BIRD Insulating Board

Floor Covering Division

BIRD Rugs BIRD Floor Coverings BIRD Rug Border
BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

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NEPONSET
PRODUCTS
TRADE
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MARK
PAT OFF
WATER PROOF

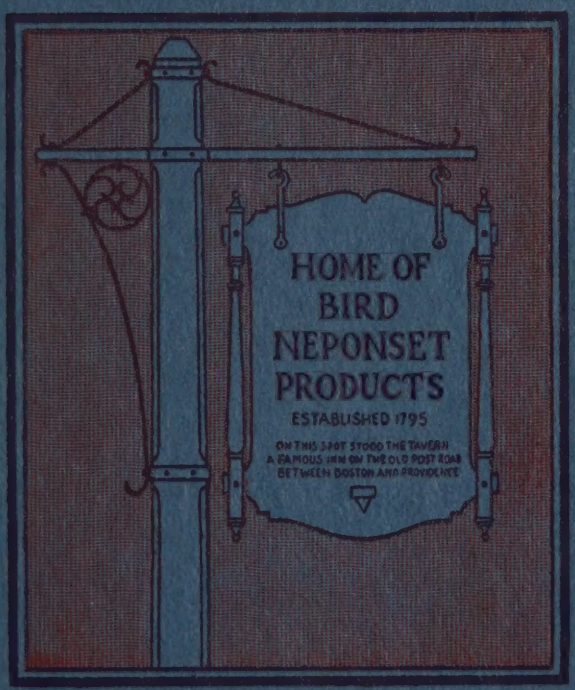
BIRD'S Neponset REVIEW

Planned and Edited by Employees of

BIRD & SON

INCORPORATED

East Walpole, Mass.



VOL. XVII NO. 9 SEPTEMBER 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Floor Covering Plant	Roofing Plants
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill.

Officers

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Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

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ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
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HOWLAND TWOMBLY
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Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales

Manager, C. H. ANDREWS

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Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Floor Cov. Div., J. E. GRAHAM
Chief Box Div., J. B. MAGUIRE

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Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Box Div., J. B. MAGUIRE
Supt. Felt Div., T. G. HENDERSON
Supt. Floor Cov. Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, S. W. GLADDING

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

FLOOR COVERING SALES

Bird and Son Sales Corporation

President, P R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER

Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT
Pacific Coast Mgr., L. W. PROUTY

Branch Offices

Boston, New York, Chicago

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ALBUQUERQUE, BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL

BIRD'S NEPONSET REVIEW

Vol. XVII *September 1929* No. 9

THIS SUMMER AT FRANCIS WILLIAM PARK

Program of Sports Keeps East Walpole Children Happy

FIRST a good snappy game of baseball, then perhaps a few rounds of croquet, followed by a vigorous game of basketball just before lunch; after lunch a game of checkers while the meal digests, then a set or two of tennis, a game of quoits, and finally a good swim in the pool to finish off the day — this is activity enough to put many a man out of commission for a week, and yet it is just such a program that keeps the children of East Walpole happy and healthy from June until September.

Starting on the 24th of last June, the playground of the Francis William Park opened for its second season under the direction of Fred Duncan, graduate of Springfield College. In the large area covered by the Park is room enough for every one that wants to play and for every sort of sport that might be played. Each day between fifty and sixty children ranging in age from eight to sixteen years enjoy the park and learn the elements of good sport under trained supervision. The morning program lists baseball, basket ball, croquet and perhaps checkers; the afternoon schedule calls for more croquet and more checkers, and in addition parchesi, quoits, tennis, volley ball, and last and most refreshing of all, swimming from three to five o'clock in the pool at the Park.

Under the instruction of Mr. Duncan, who has entire charge this year, except for the girls' program (which is under the supervision of Mrs. Grace Crowhurst from two until five each afternoon), each child is kept actively interested in some game or other, is given valuable instruction in several sports, especially swimming, and by the end of the summer vacation has usually gained no little proficiency in the sport in which he is especially interested. For the purpose of getting and holding the interest, tournaments and competitions of one sort or another are being run off all the time. Swimming, which last year consisted of only individual instruction has this year been made a competitive sport with "races" scheduled almost every day.

The start of the race. Front to back: Robert Hunter, James Kane, John Graney, Edmund Geigol, and Charles Makarevich]

In checkers, croquet, parchesi and quoits, tournaments have already been completed and winners announced. No tournaments were run off in tennis, but plenty of it has been played. For the other tournaments the children were divided into groups as follows: Small children up to 10 years of age; midgets, 10 to 12; juniors, 13 to 15; and seniors, 16. Winners were as follows:

Small children: Parchesi, Edward Flanigan,7; Croquet, Roland Boulter, 7; Checkers, Frank Cooper, 8.

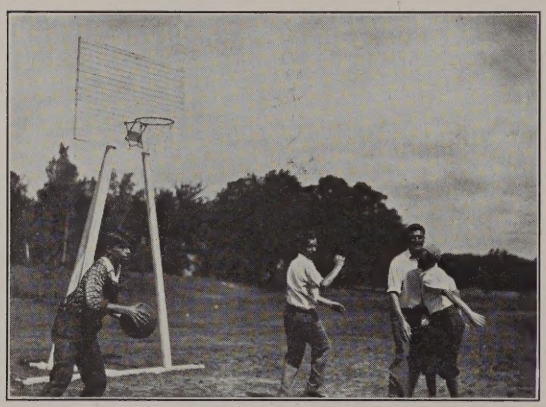
Midgets: Checkers, Edmund Geigol, 11; Quoits, John Maguire, 12; Croquet, Robert Cobb, 11.

Juniors: Checkers, Peter Knox, 14; Quoits, Joseph Lipinski, 15. Croquet in this group is not yet finished.

Seniors: Checkers, William Brady, 16; Quoits, William Sline, 16.

Girls' Croquet tournament winner, Frances Chaffee.

The Midgets' baseball team is the championship team of the season. At this writing it has



Basket ball in the open. Left to right: Benjamin Caponi (with the ball), Albert Kimball, Fred Duncan (supervisor), and John Graney

not been beaten. Among its games have been three outside ones with the Norwood, Canton and North Attleboro playgrounds, and in these games too the midgets were victorious. In each case these teams were entertained at Francis William Park and enjoyed a swim after the baseball game.

Regular instruction in swimming is continued this summer as last, with the addition of races and competition as has been mentioned before. A recent acquisition at the pool is a long chute placed at the deep end of the pool, which is in constant use by the bolder swimmers.

A special activity at the park this summer is the meeting every Tuesday night of a group of adult girls for organized sport under the direction of Mrs. Crowhurst. Volley ball, baseball, basket ball, croquet and swimming are enjoyed.

Baseball at the Athletic field and adult tennis

Strike one! Catcher, Edmund Geigol; At the bat, Thomas Maguire

tournaments also come under "Park news," but as they are told of in another part of the *Review* it is only necessary to mention them here as two other important recreational needs filled by the new Park system. The two Band Concerts scheduled for August proved very successful and had large audiences.

Add to all these advantages the growing beauty of the Park, in spite of the dry weather, and its constant use as a spot for recreation by adults as well as by children, and we have the answer to why East Walpole is a vacation land in itself.

The program of sports will close the last of August with a Field Day and final events for which prizes will be offered. This will be too late for this month's *Review*, but the results will be published in October.

Checkers require deep concentration. John MacLeod (left), and Bernard Richardson

SUGGESTIONS

AN unusually large number of suggestions came up for consideration at the meeting on August 7th. There were 163, of which 42 were accepted, the following in Class 2, with an award of Ten Dollars each:

Cover flow boards to keep out strings	C. E. Anthony, DPP
Reduction of material in automatic lids	A. T. Dixon, FXR
New method of handling cases on FXGM17	Edward Heaver, FXG
Dumping of slate at FBPM1	Victor Konalski, FBV
Guard around clean-out gate	William Luvicki, DMC
Method of running FXGM16	John O'Donnell, FXG
Move water pot on FXGM34	John O'Donnell, FXG
Pan under cleaner heads	Clarence Pierson, DPP
Electric Attachment on Spring Machine	John C. Rasch, EMM
Chuck for holding small drills in air gun	Timothy Riordan, EMM
Cut-off at glue section	Edgar Ross, FXC
Raise curtain fire door in DM17	George Smith, DMH
Trap doors in bundle chutes	Sidney Stather, FXR

The following in Class 3 were accepted, with awards of Five Dollars each:

Bottom cross-bars on calendar hoist	C. E. Anthony, DPP
Three pronged broke pole for dryers	C. E. Anthony, DPP
Stop on felt guide	John Bache, EMM
Catch for battery covers on jitney	Felix Carlson, FBV
Lettering of slide draw containers	W. P. Carr, EMP
Change FBPM8 screen	John Caulfield, FBM
Move guard for fire door in FXG	John Cook, FXC
Improved method of handling glue rolls in FFA	Felix Counter, FFR
Loose pulley or clutch on lining chest	Michael Cronin, DMP
Walkway over wet end	Michael Cronin, DMP
Oil cup on tying machine	Walter T. Cyr, FXF
Improvement of pulleys on FBPM6	Paul DeLararro, FBP

The walk approaching the playground near the Music Court. One of the most beautiful spots in the Park

Bumper over trap door of chuts	Ernest Field, FXR
Guard live rail at crane	Peter Folan, DMT
Sheets to cover platforms in FXG	James H. Ginley, FXG
Set screws for guide	V. E. Gronroos, FXG
Method of removing hoods on beaters	James Holleran, DPM
Drill Grinder	Thomas Horridge, DPM
Guards on switch boxes and rheostats	Ethel Karshis, FXF
Method of changing crane	Lewis Keddy, DMP
Tank of kerosene for air hammers	William Lippolis, EMY
Hand grips on elevator cables	John Lydon, FXT
Change lights in lunch room	James Maroney, DMZ
Filter on siphon tube of pH recorder	Frank W. Nyborn, PML
Table for FXG18	John O'Donnell, FXG
Spray at shingle machine	Thomas Smith, FBP
Relocate switch	Felix Thompson, DMC
Rolls on rug winders	Ira Treen, FFY
Cover drums on winder	James Trenholm, DMP

Special awards of Ten Dollars each, for five accepted suggestions, were made to Charles E. Anthony, DPP; John O'Donnell, FXG; and James Trenholm, DMP.

The fine points of croquet being demonstrated by Robert Burrell (left) and John Grover

Those who have an accumulation of two or more suggestions toward one of these special awards are as follows:

Four: James Maroney, DMZ; Patsy Sansone, FFD; R. H. Simmons, FBP; and George Wood, FFM.

Three: Clifford Banks, DPP; Michael Cronin, DMP; Paul DeLararro, FBP; Peter Folan, DMT; Edward Heaver, FXG; D. A. Jones, DMP; Martin Lambin , EMM; John Mattson, FBM; Frank Nyborn, PML; Edgar Ross, FXG; Sidney Stather, FXR; Felix Thompson, DMC; John White, FBM.

Two: John Bache, EMM; Byard Bennett, FXR; John Broadley, EMM; Felix Carlson, FBV; John Clancy, FXB; A. T. Dixon, FXR; H. A. Doderer, DMP; John Donohue, DMT; James Ginley, FXG; Vincent Grudinsky, DMP; George Holland, FXG; Thomas Horridge, DPM; James Houlihan, DMT; John Julianette, FXG; Lewis Keddy, DMP; Edward Knaus, DMP; John Lydon, FXT; Salvatore Marinelli, DVF; John McDonald, DMT; Clarence McGlashing, DMP; James Mulkern, DMP; Herman Nordstrom, DMP; Clarence Pierson, DPP; Eullio Puopolo, FXR; E. C. Rafuse, SM; John Rasch, EMM; Peter Rucstalis, DMP; Tony Sansone, FXB; Henry Smith, FBM; Bruno Stravinsky, FXF; Michael Sylvester, FBP; Mario Tomassetti, FBM; John H. Walsh, FXG; Henry Zimmer, FXG.

THE LOSS OF AN ARM IS NOT A HANDICAP TO BILL

BACK in 1922, we were all shocked by the news that Bill Koehler had met with an accident which had deprived him of his left arm. Fortunately, Bill was not shocked, but immediately started to see how he could make the remaining arm and his brain accomplish more than the original full equipment.

To make a long story short, Bill worked over a year to invent and perfect a one-hand shoe string. He can now lace his shoes with one hand and tie a knot which not only accomplishes the purpose but will not slip like the ordinary knot tied with two hands.

This is only an example of many problems which he has worked out. Soon after his return from the hospital, he took up drafting and is now a valued employee in our drafting department. Many spare minutes at home are spent in seeing how he can improve conditions, both in building articles for his home and accomplishing such stunts as to figure out how a four-in-hand tie can be tied with one hand. Just try it and you will see what Bill expects to do by and by. He is all done except the last knot.

Two years ago he noticed on the junk pile samples of Jaspé Floor Covering, and obtained these with the idea of making an improved tile floor for his kitchenette in the Walpole Center Block. In a very short time he had produced a very attractive and durable floor which has stood up under the wear and tear of the kitchen work for two years and is a very fine example of floor today.

Because of Bill's naturally modest make-up, the fact that he had laid a tile floor did not come to the attention of the management until last week, when it was brought to our attention by Harry Mann of the Suggestion Committee. The floor was examined, found to be a fine piece of work, and the matter was referred to the Executive Committee, with the result that he was awarded a prize of $100 in recognition of his accomplishment, which was being the first man to lay a Bird tile floor, and as far as we know, the only man in the whole world who has successfully laid a tile floor with only one hand.

We all congratulate Bill on his perseverance and initiative.

William Koehler, of the Drafting Room, demonstrating the method of laying the new Bird Tile

BAND CONCERTS

CLOSE to two thousand people attended the first band concert of the season held at Francis William Park on Thursday, August 15th. Perfect weather and excellent music by the Worcester Brass Band made it one of the chief attractions of the summer.

Plans for a second concert, to be given on August 29th, are now complete. The Milo Burke Band, one of the finest in the country, have been engaged, and indications point to an even larger attendance than on the 15th. Parking space is to be provided in the Bird School grounds as at the first concert, and there will likewise be concessions for food and drinks at the Park.

No plans for next year have yet been announced, but as shown by the crowd which attended the first concert, considerable interest has been shown, and it is likely that the concerts will be continued.

TESTS ON BIRD TILE

IN order to demonstrate the wearing qualities of Bird Tile Floor-Covering, a series of tests were recently made under the supervision of H. W. Hayward, Professor of Mechanical Engineering in charge of the Testing Material Laboratory at the Massachusetts Institute of Technology. Four materials were selected to be tested, three of them the products of companies other than Bird & Son: a high-grade linoleum, a linoleum tile, a rubber tile, and the new Bird Tile. In all, sixteen separate tests were made on each of the materials, and in all except five cases Bird Tile rated first. No rating of our Tile was lower than second. The next best rating was the high-grade Linoleum with four first places, as compared with eleven for Bird Tile.

First were two tests for indentation. A steel pin, one-quarter inch in diameter with a pressure of eighty pounds was applied first for one minute and again for five minutes. Bird Tile rated first in both tests. Second was the abrasion test in which each piece of material was given 25,000 rubs with a No. 0 emery cloth. Again Bird Tile stood first. The immersion test was divided into five parts, and the tile and its "companions" were subjected to immersion for a certain length of time in (1) an alkali, (2) Acetic Acid, (3) Lard Oil, (4) Mineral Oil, (5) Kerosene. Bird Tile stood first in the first two tests. In the Lard Oil test it rated first along with the Linoleum and the Linoleum Tile. In the Mineral Oil test Linoleum Tile rated first with high-grade Linoleum and Bird Tile both in second place. In the Kerosene test high-grade Linoleum stood up the best with Bird Tile second.

The next test was a test for flexure and was conducted by bending the material around the curved surface of a mandrel. Rubber Tile rated best in this, with Bird Tile second. In the test for staining each material was subjected to stains from mineral oil, vegetable oil, iodine and mercurochrome, which were later removed with either water or alcohol. Here again Bird Tile was first. Two expansion tests were conducted, one for moisture and one for heat. In the moisture test Rubber Tile was first, and Bird Tile second. In the test for heat Bird Tile was again second with the high-grade Linoleum first.

In the flame test, in which each material was subjected to a flame and allowed to burn for one minute, Bird Tile stood first, since it did not burn at all after the flame was removed. The final test was a brushing test, which was the equivalent of hard usage from cleaning with commercial soaps. Such brushing was done with an alkali, a mineral oil, and kerosene. In all three cases Bird Tile stood first.

A comparison of the ratings in these tests gives certain proof of the high quality of this newest floor-covering product—Bird Tile.

LET THE CREDIT UNION HELP YOU

OUR own Neponset Credit Union, which was organized for the purpose of helping the worker in financial difficulties, is sometimes made to defeat its own ends by employees who consciously or unconsciously abuse its privileges. Borrowing money is one of the easiest things to do, and borrowing money for legitimate purposes is often a very necessary and fine thing to do. But borrowing money continually, or to excess, is one of the worst evils into which any man can fall.

Such borrowing to excess, or making loans for things which are really not necessary, is very harmful—not to the lender, who always gets his money sooner or later—but to the borrower himself, whom the money was intended to help. A man begins by making a loan to help build a house, or perhaps to pay for a coal or a doctor's bill—all legitimate reasons for borrowing money. Then he decides that he wants a car or a radio. He hasn't the ready money to buy it, and so he makes a loan of one or two hundred, getting his friend to sign as co-maker. Before this loan is quite paid up, he thinks of other things that extra money could buy, and borrows again—and very likely again. As a result, he is continually in debt, is always spending a little faster than he earns, and is never salting away anything for the day that he will really need it. And that day always comes to everyone.

Making loans, and buying goods on the installment plan (which is virtually the same as making a loan and usually more expensive) are practices that should be carefully watched. It is so easy to promise to pay at a later date, and so hard to keep that promise. Men who find it necessary to return again and again to the Credit Union for small loans should remember that the Credit Union has another service for them. It has a savings account in which amounts up to two hundred and fifty dollars may be deposited at a profitable rate of interest. This is its real service to Bird & Son employees and one of which many take advantage.

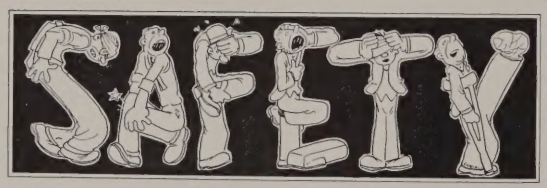
Saving wisely, so that one may later spend well, is not hoarding. It is living as everyone ought to live. Borrowing wisely, and if possible offering security so that the rate of interest will be cheaper, is not a disgrace. But borrowing continually for unimportant things or for luxuries is never a good policy under any circumstances.

Let your Credit Union be a help and not a hindrance to you. Borrow only when necessary, and save a little, even if it pinches.

THE COST OF ACCIDENTS

ANY accident is to be regretted because of the suffering brought upon the injured, the pay that the injured loses, and the possibility of becoming permanently crippled.

Few people stop to realize, however, just how expensive an accident really is. Bird & Son carries insurance that partially compensates the injured for lost time as the result of an accident,



but when YOU get hurt there is no insurance to protect the company for:

The cost of YOUR lost time.

The cost of lost time by other employees who stop work out of curiosity or sympathy, to assist the injured employee, or as a result of the excitement.

Nor does the company have any insurance to cover the cost of time lost by foremen, supervisors and other executives in assisting the injured employee, investigating the cause, making out reports, attending hearings, arranging for the continuation of the injured one's work, breaking in a substitute, etc.

Then there is cost due to the injury of the machine, tools, or other property, or to the spoilage of material. Also there are incidental costs due to interruption of production, failure to fill orders on time, etc.

Neither does insurance compensate for the cost to the employer in continuing the wages of the injured employee in full, after his return—even though the services of the employee may for a time be worth only about half of their normal value.

A well known Insurance Company recently made an analysis of 5,000 accidents and arrived at the conclusion that these incidental costs that fall upon the employer directly, and against which he cannot insure, are four times the total cost of compensation, liability claims, and medical treatment, against which the employer is insured. A rather startling statement, isn't it—especially as the average employee believes that the compensation is the only cost.

Perhaps you realize a little better now why Bird & Son yearly spends thousands of dollars in Safety and Accident Prevention work. It is to eliminate accidents, thereby preventing untold suffering and a waste of life, time and money. Prevention is cheaper than accidents.

Think this all over, fellows. An accident not only hurts the injured employee—and his pay envelope, but the company—of which you are a part—always loses to a more or less extent. Accidents increase our production costs, thereby increasing the sales prices which in turn may give our competitors the advantage. It is to the advantage of every Bird employee to work constantly toward the elimination of accidents in his department, thus aiding in keeping costs down so that all may have steady employment.

FRANCIS WILLIAM BIRD TROPHY

MATCHES in both first and second rounds of the Francis William Bird Trophy are being played off on schedule, and it is hoped that the tournament will be finished by September 21st, the date for the finals.

The following matches have been played to date.

First round:

Donald Kirkpatrick vs. Horace Hart; won by Kirkpatrick, 6–0, 6–4.

M. Berezin vs. Edgar Tarr; won by Tarr, 6–1, 6–2.

O. Barr vs. James Mack; won by Barr, 6–0, 6–0.

J. J. Bradley vs. E. A. Smith; won by Bradley (Smith defaulted).

Second round:

F. J. Reynolds vs. Ronald Urquhart; won by Urquhart, 6–3, 3–6, 6–0.

Frank Clem vs. Roy Smith; won by Clem, 6–0, 6–0.

Peter Clem vs. Arthur Cripps; won by Clem, 6–0, 6–1.

FOR SALE

Five room house on Bullard Street, Walpole. Convenient situation. Electric lights, running water. A quick sale at a low price is desired. Apply to

JOHN EPPICH, FBP

University Extension Courses A Ladder To Advancement

By John F. Wostrel, Supervisor of Instruction, State University Extension

EIGHTY–EIGHT evening courses sponsored by University Extension of the State Department of Education, present unlimited opportunities to energetic men and women among the two million who reside in the metropolitan area known as Greater Boston. These courses provide excellent training for persons anxious to get ahead in their work and to improve the quality of their thinking. For small fees, within the means of all, the finest type of adult education is presented. Fifteen thousand residents in Boston and its neighboring communities are expected to take these courses this year.

The better positions in business and industry go to the well trained. That competition for those positions is very keen is demonstrated by the fact that every year, seventy-five million dollars is paid to professional correspondence schools alone by people in the United States seeking to get ahead. A sworn statement by an officer of one such school admitted that less than one cent out of every dollar of tuition paid goes for instruction and ninety-nine cents are divided between the sales force and the management.

In the Boston program of State classes for this fall there are twenty-five business courses alone, among them the following: Business English, Business Administration, Advertising, Salesmanship, Personal Development in Business, Business Law, Gregg Shorthand, Advanced Shorthand, Speed Stenography, Psychology Applied to Business and Personal Problems, Direct Mail Advertising, Public Speaking, Real Estate Law, Elementary Accounting, Auditing, Commercial Art and Traffic Management.

A complete ground school course in aeronautics comprising five courses will be given. There are also a large number of courses in engineering and industrial subjects. Some of the titles of these courses are: Blueprint Reading, Radio, Radio Repairs, Auto Repairing, Foreman Training, Diesel Engines, Alternating Current Machinery, Industrial Electricity, Industrial Chemistry, Automotive Electricity, Preparatory Instruction for Lowell Institute and Automobile Repair Shop Management. In addition, there are two score of courses in academic subjects such as modern languages, literature, music, art, current events and economics.

The State of Massachusetts wants its people to make the most of the educational aids which it provides for their advancement. A supply of bulletins describing the Boston courses in detail is on hand at the Labor Bureau. If you are interested, come down and get a copy. Surely there must be one course among the eighty-eight which would help you.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month and of those who complete twenty or more years' service during September:

			Yrs.
A. C. Urquhart	9–10–1896	Maintenance	33
L. L. Thompson	9– 1–1898	Roofing Sales	31
P. R. Allen	9–15–1898	President	31
Florence E. Holmes	9–25–1898	Main Office	31
Annie F. Brown	9–21–1901	Main Office	28
John Eppick	9– 5–1903	Roofing Plant	26
Patrick Coughlin	9–10–1904	Paper Mill	25
Robert Orr	9–10–1904	Power and Steam	25
Antonio Paddock	9– 4–1905	Paper Mill	24
S. C. Traudt, Jr.	9–15–1905	Roofing Sales	24
Michael Burke	9–22–1905	Paper Mill	24
Louise McFarland	9– 7–1908	Main Office	21
Frank Phillips	9– 1–1909	Paper Mill	20
John Clancy	9– 7–1909	Box Shop	20
Louis Dolksever	9–20–1909	Roofing Plant	20
James Dine	9–22–1909	Box Shop	20
Michael Costello	9–26–1909	Paper Mill	20
Martin Costello	9–27–1909	Box Shop	20
Maryan Wronski	9– 3–1919	Paper Mill	10
Oscar Buzzell	9– 4–1919	Store Room	10
James Connors	9– 8–1919	Maintenance	10
Charles Ketvertis	9–11–1919	Box Shop	10
Robina Urquhart	9–22–1919	Main Office	10
W. B. Rogers, Jr.	9–29–1919	Main Office	10
Peter Taggart	9– 8–1924	Roofing Plant	5
Walter Down	9–11–1924	Maintenance	5
James Hennessey	9–17–1924	Floor Covering	5
Everett Tripp	9–18–1924	Floor Covering	5
Salvatore Purpura	9–18–1924	Roofing Plant	5
Claude Smith	9–20–1924	Box Shop	5
Hilton Taggart	9–20–1924	Roofing Plant	5
Samuel DiFlaminico	9–22–1924	Roofing Plant	5
Arthur Doderer	9–24–1924	Paper Mill	5
Warran Graffam	9–29–1924	Floor Covering Sales	5
	PHILLIPSDALE		
Edward Swetlowich	9– 2–1924		5
Joseph Silva	9– 3–1924		5
Manuel Oliver	9–30–1924		5
	CHICAGO		
M. B. Lechner	9– 8–1924		5

Death of Mrs. Joanne Bird Johnson

ON August 5th Mrs. Arthur F. Johnson, daughter of Mrs. Charles Sumner Bird and sister of Charles S. Bird of Bird & Son, died at her summer home in Peterboro, N. H.

Mrs. Johnson, who made her home in Boston, visited annually at Peterboro where she had a beautiful summer home on the top of one of the hills near the town. It was there that she died. Besides her mother and her brother, she is survived by two daughters. Joanne and Pauline Shaw, and her sister, Mrs. Edith Bird Bass, wife of Ex.-Gov. Robert P. Bass of Peterboro, New Hampshire.

BIRD'S
NEPONSET REVIEW

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THE FRANCIS WILLIAM PARK

THAT the Park has proved, and is proving still, its usefulness as a civic center and a beautiful spot for recreation is such an unmistakable fact that sometimes we almost forget to appreciate it. It is like a telephone or electric lights—a modern convenience which we use so constantly that it becomes like a necessity.

The Park may not mean the same thing to all of us; it may not be used by all of us equally, but we all benefit by it. To some of us it means tennis; to some, baseball; to others perhaps only a beautiful place to enjoy with occasional walks; to the children it means a perfect playground with every sport including swimming; and to the parents of those children, even though they may not use the park themselves, it means the assurance that their children have a safe place to spend their vacation time—a place where they can keep healthy and happy.

Band concerts, which have proved successful this year, and which we hope will be continued more frequently next summer, are another source of enjoyment for both young and old. The Music Court with its beautiful setting makes an ideal place for these concerts, and the size of the Park enables almost any number of people to hear them with comfort.

The article in this *Review*, and especially the pictures which accompany it, tell the story of what is being done in the way of organized sport, and it needs only one walk through the Park at any time of day to see that the children at least are taking full advantage of their unusual privileges. "The proof of the pudding is in the eating," and one proof of the Park's service to East Walpole is its constant use by nearly a hundred children.

AFTER LABOR DAY

THE first of September is here again, and Labor Day, which marks the beginning of another season—the start of the "vacation from vacations." In other words, the summer playtime, which has lasted more or less continually for us all since June, is over and we are, or should be, ready to settle down with new enthusiasm for the winter's work.

Somehow, along about the middle of June, consciously or unconsciously, we all feel as if vacation time had started, that perhaps we need not rush quite so hard, that we can take things a little easier, and that our week ends should include trips to the beaches and the mountains. But just as promptly Labor Day marks the end of this vacation time, the settling down in earnest for winter and routine work. Such vacations whether they last one or two weeks, or whether they continue all summer, are undoubtedly good for us, not only physically, but mentally as well. They leave us with a fresh, alert state of mind, ready to conquer jobs that seemed impossible in the Spring. As you return to your work this fall we hope that you have had an enjoyable vacation, and that for you there are many pleasant memories of the summer of 1929.

REMOVING GUTTERS AND RUTS

INSPIRED Industry, instead of trying to preach a man out of the gutter—removes the gutter. Facts developed by industry and materialized through courage and the inside and outside sweating of talented brows have given the average American workingman a life richer and fuller than that of kings and millionaires of a generation ago.

Industry has given a new meaning to moral conduct. We used to be good because we were told to be good. Today industry developed on a tremendous scale demands standardized ethics and a mode of conduct so that industry can depend on the human units which are instruments to achieve this progress. In this way credit bureaus, bonding houses, insurance companies, etc., are demanding of each individual reliable conduct.

Industry is forcing higher ideals of life, higher standards of conduct. Real education is being taken over by industry. Today, schools give the preliminaries. Industry is, however, spending millions in educating the public, changing their ideas from the old standard to the new and better development. We are getting out of the ruts by removing the ruts.—William B. Stout in Collier's.

HEALTH NOTES

ACUTE TONSILITIS

Prepared by Dr. Harry A. Barnes,
Staff of the Massachusetts General Hospital

ACUTE tonsilitis is an infectious disease usually caused by one of the pus organisms, and in a majority of cases that type of pus organism known as the streptococcus. This organism is present normally in the throat and in the crypts of the tonsils. The crypts are small canals leading from the surface of the tonsils deeply into their substance. It grows on the surface and causes no trouble as long as the resistance of the body is at par. But when the resistance is lowered for any reason the organism may pass from the surface into the substance of the tonsils and set up there an acute inflammation. Of the probable conditions that cause a lowering of resistance, exposure to cold and wet are the most important and frequent. Even then, many people never have tonsilitis. Others, however, have frequent periodic attacks, particularly during the winter months. The disease is contagious only by very intimate contact.

Another form of tonsilitis, which usually includes other parts of the throat as well as the tonsils, and is known as septic sore throat, is caused by a streptococcus introduced from the outside—in most instances, in an infected milk. It is not our intention to say anything further about this form except that it is an extremely virulent and often fatal infection and that it may be avoided by using only pasteurized milk and cream.

The symptoms are a definite chill or at least chilly sensations, malaise, pain in the back and limbs and a sore throat, coming on in quick succession or at the same time. The temperature goes up rapidly, reaching 103 or 105 in the first twenty-four hours. Prostration may be marked, even in cases in which the soreness of the throat is not very severe. The tonsils are swollen and red and covered with small white spots which are caused by inflammatory matter in the mouth of the crypts. There may be lameness and tenderness in the neck due to secondary inflammatory enlargement of the glands in that region. The tongue is coated and the breath heavy and foul. Swallowing is painful, even when nothing but liquids is taken. The acute symptoms usually last from four to six days and leave a general weakness which may be marked and protracted. It is a mistake to think that light cases are of no importance; for the same complications that make tonsilitis of the more severe form so serious, occur in the milder type, though less often and to a less degree.

The most important of these complications are pus in the glands of the neck, quinsy sore throat, abscess in the middle ear which may extend to the mastoid, single or multiple joint infection, and infections of the heart and kidneys. The last two are perhaps the most important of all as the damage done to these two organs by such an infection may result in lasting invalidism.

Treatment. If you have an acute sore throat, never attempt to treat yourself. There are two good reasons for this:—first, that a layman is never sure of just what the trouble is and some of the wrost cases of neglected diphtheria are seen after some days of self treatment; and second, that the secondary infections, though they sometimes occur even when the case is under the most expert care, may often be avoided altogether or their more serious lasting results lessened in degree.

Acute tonsilitis, even when the attacks are mild, should not be neglected. Your doctor will give you sound advice in the matter and will advise you when an operation for the removal of the tonsils is necessary.

LIBRARY NOTES

THE various summer diversions tend to decrease our circulation, and this has had its advantages for those who have been unable to secure the more popular books.

Those who find war books of interest may enjoy a recent addition "All Quiet on the Western Front". Written from the author's experiences as well as his friends' during the last war, it makes its readers realize forcibly the true comradeship of the combatants, as well as the result of the war on the present generation. "I Like Diving" is the story of a man who has been active in his profession for twenty years, and who was the first man to go down into the deep in the rescue work on submarine S-4, sunk off Provincetown. The writer, Tom Edie, gives a very graphic picture of the hazardous life of a diver. It is full of thrills and will find interested readers among young and old.

Other recent additions in fiction:

Satan at I ength	King
Romantic Prince	Sabattini
Great Brighton Mystery	Fletcher
Wandering Moon	Weston
Bishop Murder Case	Van Dine
Eliza for Common	Douglas

VACATION PICTURES

AWARDS for the *Review's* Annual Vacation Picture Contest will be announced in the October issue. Now is the last chance to enter the contest which closes September 15th.

Send your pictures, properly marked, to GR, the *Review* department, and be sure they are in before the fifteenth of this month.

Notes from Plants and Offices

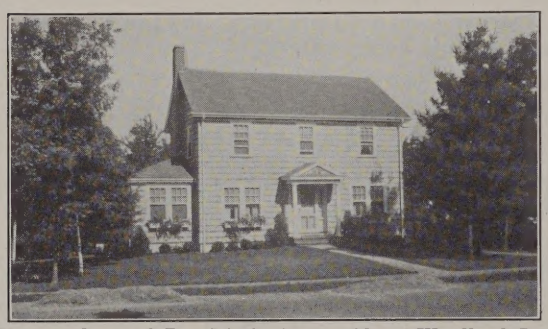
MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Lynch*
Myrtle Mayshaw

Wednesday, July 31, Irene Delaney was surprised by her friends with a miscellaneous shower, in honor of her approaching marriage to Harold McNeeley, EM. Irene and Harold have our sincere good wishes for a happy future.

And more showers—Ethel Clark, VN, was likewise surprised August 1, when upon getting back to her desk from lunch, she found it covered with presents. Ethel is going to marry Russell Stock, of the Bird Machine Co. Best wishes here, too.

A list of vacations in the Stenographic department would read something like this: Margaret Costello, New York; Alice Conley, Falmouth; Dorothy Hartig, New York; Ethel Duncan, Niagara Falls; Eleanor Whitehead, Ocean Bluffs; Ida Milesky, Winthrop; Helena White, Waterbury, Conn.



The new home of Roy M. Springer, AC, at Woodland Park, East Walpole. Courtesy of The Home Building Co. inc., Walpole, Mass.

Mr. Ben Rogers has returned from an automobile trip through Vermont, Canada and Niagara Falls.

Albert Smith and Roy Cooper spent two weeks at Halifax, N. S. They made the trip by auto.

Ruth Arel has returned from a vacation in Vermont and Hampton Beach.

On August 8, a miscellaneous shower was given to Jean Phelan who is to be married on Labor Day. The shower was held in the Girls' Club Room by the girls of Department CX and by Jean's many other friends—totaling about 50. The elements were in perfect order that night while it rained pots and pans and many beautiful gifts on Jean.

Anne Smith came back from her vacation on the 5th. Nantasket was so hot for Anne that she came back still peeling.

Nellie Patinsky and Florence Duncan came back from their two weeks' vacation on the 19th and Alice Clem left on the 12th to come back the 26th. If they come back as tanned as the rest of us, a contest will be in order

Contrary to the report in the last Review Mr. Holmes' baby is a son—not a daughter. Collier is very indignant and voices his opinion in the usual infant manner so much so that for the peace or the entire family, we hereby rectify our error.

An old song with a new meaning,—"Lucky Lindy" by Gladys Duncan.

Mr. Anderson made a trip to our Canadian plants the week of the 19th.

Ted Center called to see us on the 20th. Same old Ted with about twenty pounds added.

Gladys Noddin spent the last week of her vacation in Maine.

We were all sorry to learn Irene Rivera met with an accident while driving up from Brant Rock the other week. Irene feels much better now and we hope she won't go "boom" again.

Peg Owens and Helen Curran are spending their vacation at Onset.

A bit of news from the far West came in a letter the other day, and we take pleasure in reprinting it here:

"My office is in the Terminal Sales Building, Seattle, Washington, and each year the building sponsors a golf tournament for the tenants and the manager offers a set of matched wood clubs for the winner as well as a cup.

I was the lucky one this year out of an entry of about thirty-two men.

In the second match I had my opponent three down and four to go as we approached the 15th hole which is 180 yards. My opponent laid his tee shot on the green for a sure birdie 2 and I took the hole and match by sinking my tee shot for a hole-in-one. The following floor covering concerns were represented in this tournament by their northwest representatives: Stephen Sanford & Sons, Mohawk Carpet mills, Marshall Field & Company, Bigelow-Hartford and Bird & Son Sales Corp.

Yours very truly,

B. W. Davis."

C. D. Hurtt is spending his vacation at his home in Franktown, Va., making the trip by motor. On his way back he will visit Norfolk, Richmond, Baltimore, and Washington.

Helen O'Kane appeared at the office one morning in a much battered condition. While running for the street car she "faw down and go boom."

Toney Dornig has returned after a week's vacation spent at New Pond.

Kay Broderick spent her vacation motoring here and there.

Eva Knoll is out with a sprained ankle; we all hope she will be back with us again soon.

Mary Kelliher is spending her two weeks' vacation at Bermuda.

We are sorry to see Ken Baxter and Ernie Smith leave us, but are glad to see them "on the road." Ernie is going to Upper Illinois while Ken is going to Grand Rapids. "Best of luck, Boys."

We all express our deepest sympathy to the Flavin Sisters whose father passed away recently.

We welcome Edward Keating to the department as correspondent.

George Dobler spent his vacation at Poughkeepsie, New York.

Mr. and Mrs. Edward Boulter vacationing on the shores of Eastern Canada

Mr. Turkington is enjoying two weeks of his annual vacation.

Mary Concannon is back after a week's vacation spent at Portland, Maine.

We are sorry to hear that Stanley Blackmer is ill.

Mr. R. T. Murphy is with us while Mr. Turkington is on his vacation.

B. R. Taylor has just returned from a very enjoyable vacation. With his family he visited many places of interest in Washington, D. C., Gettysburg and vicinity. In all his trip and vacation he covered over 2000 miles by automobile with not a single blow-out. We haven't been able to find out about the gas bill yet.

M. J. Hawkins, Traffic, has joined his family at Harwichport. We hope "Mike" will have a real time on the Golf course, after all his anticipation of it.

Catherine Dowdie, TL, reports a corking time at "Ashbury" Park. From appearances it looks as though Catherine did have a good time.

Margaret Corcoran and Ann Hickey have also returned and report a pleasant two weeks.

Louise McFarland, Purchasing, is spending her vacation down on the Cape.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

Louis Keddy appeared at work one night on No. 5 Machine with a new style golf rig—knickers above the knee, and bare legs below. One night was enough, for he was afraid his legs would get chapped.

The Bergstrom boys have gone to camp. Louis, for one, hopes to come back with a real good tan.

Mike Burke of DMB spent his vacation at Nantasket catching jelly fish. Peter Cook was with him to help shoot them if necessary.

Thomas Burns of DMC has taken to golf, and can be seen practicing in all his spare moments.

J. J. Geary of No. 5 machine made a trip to Springfield recently.

John Lestan of No. 2 machine is having two weeks' vacation with his brother in Pennsylvania, making the trip by automobile.

Charles Knaus spent his vacation touring through New Hampshire, and says that Dean Street hill is a mere bump beside some of the hills he traveled.

Harold Doderer of No. 5 machine is out for a few days because of illness.

We extend our sympathy to the family of John Kissel. Mr. Kissel, who worked in DMC, died suddenly on Sunday, August 25th, following an operation.

John Ready of No. 4 machine was a sight to behold on his vacation. Knickers and golf bag were with him all the time, and you could always find him on the links.

Walter Sword of No. 3 machine went fishing several weeks ago and his party brought home about 200 pounds of fish between them. Some business for one fish market!

Michael McDonough is back from his vacation and says he had a most enjoyable time seeing New England first.

James Donovan of No. 5 is around looking for members to make up a fishing trip. We, who know fishing trips, suggest that he pick a cloudy day. The fish bite better and the sun doesn't burn so much.

John Fitzgerald spent a week at Oak Bluffs, James Kivlan a week at Old Orchard, Maine, and Tony Yuhaskey a week at Nantasket Beach.

Tony Feeney is sporting a new Oldsmobile sedan. Some class, Tony, but why all the smoke?

Frank Dockray is the proud owner of a Ford Coupe.

One night recently Charles Knaus left his car in the mill yard as usual and reported for work. When he left work he forgot all about it. The next morning he went to the Hermitage garage, but could find no auto in his stall. The Walpole police were hastily summoned, and after several hours Officer Egan found the car in the mill yard parking space. Charlie still claims he slept all the day before and hadn't touched a drop.

Warren Kumblad, DMH, spent his vacation at Bethlehem, N. H.

W. F. Geary, DF, has been vacationing at Swift's Beach.

George Smith, DMH, chose Nantasket for his vacation this year, and spent the last two weeks there.

Althea Garland, DF, has been at Onset for the last two weeks.

Roland Johnson is back from a trip to Nova Scotia.

Other Main Mill vacations include: Mike Kodis, John Hale, Walter McDonough, George Stone, Michael Uzdavinis, James Duda, and James Kivlin.

We extend our sympathy to Stephen W. Smith, whose mother died on Friday, August 9th, after an illness of nearly a year.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Mario Baragine is enjoying his vacation with fishing trips.

William Harper has been making short trips during his vacation.

Pasquale Ruscitti says the best place to spend a vacation is right at home—and that's what he did.

Andrew O'Malley has been spending his vacation at the beaches.

Eustice Merrill enjoyed two weeks at his home in Ware and brought back a good coat of tan.

Bob Graney, short-stop on the Bird & Son Industrial League Team, who spends his summers working for Bird & Son and his winters at the University of Maine

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

We welcome this month Harold Hey, who has started to work on the machine, Hjalmar Hyrske, who has transferred from FF to DPM, and Joseph McBride, who has started in as office boy.

Fifty dollars were received at Phillipsdale this month for accepted suggestions. Charlie Anthony received $30, Clarence Pierson $10, James Holleran $5, and Thomas Horridge $5. Charlie Anthony received the first check at Phillipsdale for having had five suggestions accepted.

Tixie Billings, James Holleran, Jimmie Casey, Leonard Carlson, Charlie Denneny, Fergus Christie, Gus Nanni, Bill Shaw, and Frank Reed have all had their service vacations.

Mr. Henderson and his family spent two weeks touring Montreal, Toronto, and Niagara Falls.

Harriett Neill enjoyed her two weeks at Rocky Point.

Helge Holter, Alec Homenick, and Ed. Medbury have also had their vacations but didn't tell us where they went.

Joe Doyle, John Barquist, and Francis Hall have also had time off, Doyle going to the National Guard Camp at Niantic, Connecticut, and Barquist reported as going to Cape Cod. Someone else reported that Barquist was out on the road selling eggs and apples one of his weeks. We are looking into this.

Our accident record received another setback this month when Edouard Roy in DPM injured the end of his finger while working on the beaters. His finger is coming along all right and we expect to see him back at work by the time this is out.

New cars this month include Mr. Henderson's new Master Six Buick sedan and John Nolan's car, also a Buick.

Somewhere on Cape Cod—Taken by Arthur McKenna, FBSM

Speaking of cars reminds us that we may soon have a law suit at Phillipsdale. Rex Salisbury, while cleaning up the under part of his car (which he bought from Herb Chamberlain), found that the chassis was broken and had been patched before he received the car. We are now trying to find out if Chamberlain got the car second hand.

Last month we reported George Hawley's new Buick but this may now be bought very cheap. George is very much disappointed with the fenders as it seems that they break and wrinkle up for seemingly no reason at all.

Jack Hammerli, formerly night foreman and an old timer with Bird & Son, visited us recently and is looking fine.

John Nolan's daughter, Isabelle, was married August 24 at Saint Margaret's Church in Rumford. Her two sisters, Ethel and Irene, were her bridesmaids.

We are glad to hear that Henry Phelps' daughter has returned from the hospital and is now much improved.

Joseph DeCosta is the proud father of Walter DeCosta born July 28.

William Livingston's father, a former employee at Pont Rouge, has been visiting him lately.

Here is a story one of the reporters handed in which he claims is more or less true. We won't vouch for it, however. It concerns Henry Gibb, one of the men on our machines, and his family, recently arrived from Scotland.

Mrs. Gibb (on the telephone): "Quick, send a doctor over right away. My little boy has just swallowed a dime!"

Operator at Physicians' Exchange: "Yes Ma'am, we'll rush a child specialist right over."

Mrs. Gibb: "Child specialist, my eye. I want a doctor for my husband, Henry, he's fainted."

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

Arthur Sprague and Martha McLaughlan are both on vacations. Martha McLaughlan is spending hers in St. Johns, New Brunswick.

Myer Coughlin, Kathryn Brady and Olive Burke have just returned from vacations taken during August.

James Dine will spend his vacation, early in September, at Baltimore, Maryland.

Mary Sline is spending two weeks at Harwichport on the Cape.

BUILDING AND ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Pratt*

John Buopane has turned carpenter and is building himself a garage.

William Standish now has a new Edison Electric Radio at his rooms.

FBF welcomes Frank Kissell, a new man in that department.

Charles Norton has been changed from Art Bric siding to tying machine operator.

Vincent DeLarraro is training for the Middle Weight Championship.

Stanley Alukonis is anxiously awaiting the arrival from Lithuania of his family whom he has not seen for twelve years.

Albert Surette has just completed building a fifteen-foot boat with an outboard motor. It may be seen at Lake Pearl.

Howard Everett's vacation was almost broken by an unfortunate accident to his son who tripped and fell while running and broke several bones in his wrist. Howard and Mrs. Everett are going on a trip through New England and Canada.

Edward Lincoln is spending his vacation at Falmouth on the Cape.

A most unusual picture taken by Paul Kugel, FXI. He waited over an hour and a half before he was able to get the butterflies to "pose" for him on the zinnia

We are glad to see Adolph Ketty back again with us after his sickness.

We welcome to the Bird organization a new worker in FBY, Vito Carchedi, and as a machinist, Charles Charlton, Jr.

Joseph Serratora recently had his tonsils removed; we all wish him a speedy recovery and return to work.

Harry Dresser has just returned from an enjoyable vacation spent down on the Cape. We are waiting for the fish stories.

This department learns with regret that John White's brother, who was reported seriously ill in last month's issue, died on August 11. We extend our sincere sympathy to John who is now on a leave of absence in England.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

Bob Brebach and Al Bohenberger reported good fishing up to Monticello, Ind., but not for them.

Double ringers are becoming quite common with some of the horseshoe players here. We strongly suspect Mr. Hird of doing some secret practice up at Cape Cod while on his vacation, judging from the accuracy of his pitching.

Some of us feel that "OB" Schreen is carrying his loyalty to Bird & Son a little too far, for some of the ties he wears are strangely similar to our Floor Covering patterns.

We are glad to have Mrs. Andres back again, after an absence of several months.

"Marge" Thompson has returned from a long vacation in California and Mexico.

"Bill" Wilson spent a day with Mr. Torrey at Cleveland before going on to East Walpole for the Sales Executive Meet-Up.

Gwendolyn, weight 8 lbs., arrived at the home of Mr. and Mrs. Edward Buffington, Thursday, July 25.

The Tennis challenge match between Mrs. Wittleder of the Floor Covering Division and O. B. Schreen, Credit Division, was played recently, and Mrs. Wittleder won after a battle that lasted for 50 games. The score was 6-8, 8-6, and 12-10.

We were all happy to see Earle Clark, who with Mrs. Clark spent his vacation in Chicago. They motored from East Walpole and back again without any trouble from their "High Powered."

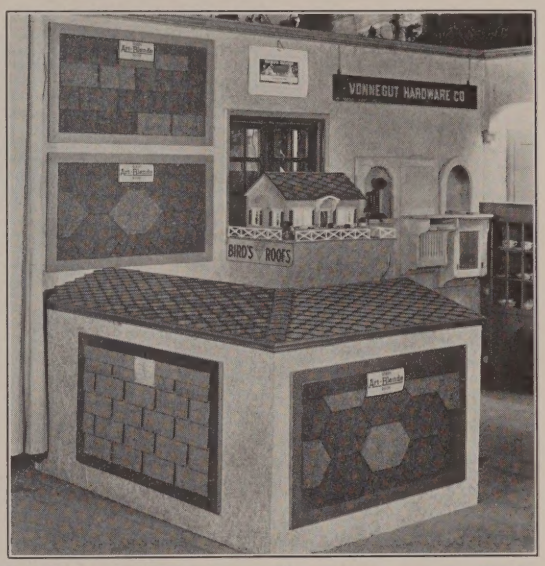
Dennis Driscoll, Admiral of the recent Bird Club party, Skipper of the Albatross, and Champion Gardener of the Paroid Mill, presents his most recent product—a giant sunflower, eleven feet high, which since flowering began has produced almost three dozen golden blossoms, a few of which may be seen in the picture. Keen scouting will also reveal Dennis himself amidst the foliage

FLOOR COVERING PLANT AND OFFICE
Norwood, Mass., Plant

Leon Wilson *Lester Evans*
Tom Rogers *Lawrence Gammell* *Leo Haggarty*

Howard Johnson, FFD, has purchased a new (to him) Essex coach. Good luck, Howard.

Cyril McCue, FFN, has no more use for his Chrysler coupe after spending two weeks touring Canada in a new Studebaker Commander.



The exhibit of the Vonnegut Hardware Co. at the Retailers' Home Show, Indianapolis, Indiana, held last Spring. The Vonnegut Hardware Company is a large Bird & Son dealer

Wilmot Irving, FFD, also spent a week touring Canada in his new Ford and he still believes Henry made a lady out of Lizzie.

Carl Hamilton has been transferred from FFN to FFG.

Walter Storkus, FFD, is now the proud father of a baby boy born July 9. Congratulations.

FF welcomes back Bernard Bailey after his illness of several weeks.

Frank Clem spent two weeks at Lake Bomoseen, Vermont, and reports a very good time. While there, he and Frank Vietze won a Hotel Tennis Tournament.

Carl Hertzberg has returned after a two weeks' vacation spent in Maine and Vermont.

J. R. Ghen has been seen enjoying his vacation with a pick and shovel at his new home in Westwood.

George Johnson of the print machine thinks that Wiscassett, Maine, is the only ideal place to spend a vacation.

It is said that—

People who split their vacations get their names in the Review twice.

One of the FFP men is the handsomest man in Bird & Son.

Hagman picks up more nails in his tires than any one at FF.

Carl Johnson will move into his new home about October first.

Walter Sword's avocation is studying the ways of the Hebrews.

Elton Hamilton is spending his vacation with his daughter Martha at Norwood.

Latham's recruits have returned from Camp Devens full of pep.

Frank Clem has very heavy mail just after his vacation.

Lyman Small doesn't want it to rain on Thursdays.

Chester Dryden has returned from a week's vacation.

Roland Forbes has been transferred from Rug Finishing to the Print Machines.

Frank Sutherland enjoyed his vacation by having his tonsils removed—whether to improve his oratorical ability or his golf we haven't yet found out.

Downie's trained animal circus which came to Norwood on trucks during August has nothing on Austin Quackenbush's Ford. Austin has a lot of trained mice which he transports from place to place, although he has not deigned to exhibit at any town yet. To hear the mice squeal when they get caught in the springs of the seat is a special treat. Latham says that had he known the car possessed any such original features as this he would have asked more money on the sale.

We welcome Clifford Hodes and Donald Yokum, sales training students from Chicago.

Paavo Faltt, who spent a week of his vacation in New York, reports that the city really is a large place.

Deck Tennis on the S. S. Transylvania, taken by J. H. White, FBM, who is on a leave of absence in England

CHICAGO OFFICE

B. F. Wittleder *B. H. Rohr*

Ralph Duvall our former editor and papa of all the floor covering mama's has gone to California. He sent in a card from Utah saying how much he missed everyone and he certainly will be missed around Chicago. Mr. Duvall is taking over the Los Angeles territory in California. Good luck, Ralph.

T. H. Creden has also gone to California and is working out of San Francisco. He vies with his brother Sam for the long distance record.

Temporarily, Alex Whitelaw is covering Tom Creden's old territory in Michigan.

J. F. McEndy is now in the Chicago territory formerly covered by R. W. Duvall. E. A. Smith who came to Chicago from the Mill has taken over Mr. McEndy's Illinois and Indiana territory.

R. W. Westcott is now out on the West Coast where he is meeting the new men for that territory and getting the general line on the situation. Barring heavy work, what could be more ideal than a trip to California. No doubt Mr. Westcott will have some fine stories for our next Review notes.

P. L. Agnew is again back in the fold after a bit of schooling at the Mill. Don Yocum of the Chicago Inside Sales Force drove down to the Mill to find out what it is all about. We are sure Don will like it. We know he loves strenuous work.

Mary Sweeney put on the old sunbonnet and spent her vacation on a farm in Ohio. All regulations on diet for the past year went to waste as Mary couldn't pass up the many chicken dinners that were being handed out on the farm.

Virginia Szukalla motored with her family to Schuyler and Newman Grove, Nebraska. There must be something to farm life after all, as so many of the fair sex have taken to the wide open spaces this year.

The Myers Furniture Company at Sigourney, Iowa, planned a special sale for the week of July 4 and installed one of our Faucet displays in their window. It was creating quite a sensation until some trouble with the lighting system in the town caused the current to be shut off. When the juice was turned on again the motor failed to start and evidently sparks from it started a fire. The little house was completely burned but did no great damage to Myers' store.

J. F. Mann has taken over the territory formerly covered by G. C. Allert.

When Tony Soltan returned from his vacation he said he had gone to the "dogs," figuratively speaking only. But Tony does love the ponies and dogs and had great fun following them up for a couple of weeks.

Visitors at the Plants During August

Main Mill

Mr. Stafford, Arthur D. Little, Inc., Cambridge.
Mr. Lyman, Fish, Richardson & Neave.
Mr. Case, John Waldron Corp.
Mr. Avery, Flintkote Co.

Chicago Floor Covering Office

Mr. Charles McCoy, McCoy Schulten Co., Chicago.
Mr. Thos. Maddock, Albert Pick, Barth Co., Chicago.
Mr. H. M. Melville, Stedman Products Co., Chicago.
Mr. May, Sears, Roebuck & Company, Chicago.
Mr. Wm. Kyncl, Goldblatt Bros., Chicago.

Fifty visitors at the Bird & Son booth at the Chicago Furniture Mart from July 8 to 15. Lack of space prevents our listing them here.

Chicago Building and Roofing

Mr. Leger of Hinman Brothers, Inc., Lincoln, Neb.

"Arch" Downey of Germantown, Pa., formerly with Bird & Son.

Mr. Perry Wilson, Sales Manager for Mountain States Roofing Co., Pueblo, Col.

Messrs. C. C. James of Grand Rapids and L. L. Williams of Muskegon, Mich.

Mr. Frey and Mr. Peo of Frey Brothers Lbr. Co., Michigan City, Ind.

Mr. Parker and Mr. Cowell of Mountain States Roofing Co., Denver, Colo.

Harry Clark, Salesman, Des Moines, Iowa.

BIRD CLUB ELECTION

THE annual meeting and election of officers will be held on September 13th at the Bird Club. At a meeting of the Nominating Committee, held on August 21st, the following ballot was prepared:

For Secretary: B. D. Rogers, H. E. Fuller.
For Treasurer: F. W. Smith, H. S. Whitney.
Members of the Council: E. L. Chamberlain, P. R. Allen, S. W. Gladding, J. J. White, G. E. Smith, G. R. Wyman, H. N. Mann, Frank Sutherland, M. B. Lee, W. F. Geary, H. E. Davenport, S. H. Kay, J. B. Maguire, E. I. Merrill.

Acknowledgment

We wish to thank our friends for the kind expressions of sympathy and floral remembrances in our recent bereavement.

Mrs. Hannah Flavin and family.

BOX SHOP WINS IN DEPARTMENTAL LEAGUE

IN the deciding game of the departmental series played on Wednesday, August 14th, in which each pitcher struck out nine men, the Box Shop finally won the series from the Main Mill by the score of 3 to 2.

Pitching for the winning team was Richard Sprague, and for the Main Mill, Dave Bowles. Sprague allowed three hits, and Bowles seven, one of which was a home run by Bullet White. Although two games still remain to be played in this series, they are between minor teams, and do not affect the standing of the leading teams. This completes the season of the departmental league, which was revived this year after a lapse since 1923.

On the whole the season has proved very successful, from the point of view of the interest shown by the players. A heavy schedule of the Industrial League, which often interfered with the playing of departmental games, prevented the finishing of the schedule on time, and there was no great interest shown by spectators, but in keeping a large number of men interested in playing the game (one hundred men have participated in one or more games), and in building up a spirit of good comradeship the league has served its purpose. Incidentally, there have been some very good games played too—witness the Box Shop-Main Mill game.

Box Shop Baseball Team—Winners in the Departmental League. Back row: Marshall Lee, Ralph Martin, Russell Tupper, Ralph Watson, Eino Heikkila, Howard White, Everett Readel, Patrick Sylvester. Front row: William Fitzgerald, Garrett Barry, Howard Lewis, Francis Donlon, John Locke, Richard Sprague

Final Standing of Departmental League

Team	Won	Lost	Average
Box Shop	8	2	.800
Main Mill	7	3	.700
Maintenance	5	4	.555
Bird Club	3	5	.375
Office	3	6	.334
Norwood	2	8	.250

Final standings of the teams, and batting averages of all those who have played in at least four games, and who have an average of more than .300 are listed below.

Two games have not yet been played—one between the Bird Club and Office, and one between the Bird Club and Maintenance.

Batting averages:

	AB	Hits	Average	Team
McCarthy	14	8	.570	Bird Club
Graney	21	10	.476	Office
Muse	15	7	.466	Main Mill
White	47	21	.447	Box Shop
Smith, Julian	19	8	.420	Maintenance
Concannon	12	5	.415	Maintenance
Coughlin	12	5	.415	Office
Oakes	42	17	.404	Main Mill
Wright	25	10	.400	Bird Club
Wilkins	20	8	.400	Main Mill
Bowles	28	11	.392	Main Mill
Bradley	24	9	.375	Bird Club
Lombardi	19	7	.370	Main Mill
Readel	17	6	.353	Box Shop
Barker	9	3	.334	Maintenance
Fitzgerald	40	13	.325	Box Shop
Tupper	34	11	.324	Box Shop
Eppich	22	7	.318	Maintenance
Young	13	4	.308	Office

INDUSTRIAL LEAGUE BASEBALL

FATE, with the help of some good ball-playing, has been kind to Bird & Son during the last month, and as a result, out of twelve games played in the second half series, we have lost only four. We now stand second in the League. Three games of the first half not reported in last month's issue, were also played off; Bird's beat Curity 10 to 2 on July 23; Canton scored 9 runs against Bird's 5 in a game on the 26th; and on the 29th, Bird & Son took Canton to the tune of 7 to 4. Batting averages and the standings in the in the second half are printed below.

Standing of Industrial League August 27th:

Team	Won	Lost	Average
Condit	9	3	.750
Bird & Son	8	4	.667
Canton	4	6	.400
Norwood	4	7	.363
Stoughton	4	8	.333
Curity	3	7	.300

Batting averages for the season as of August 18th. Only those over .200 are listed.

	AB	Hits	Average
Dixon	20	9	.450
Bowles	12	5	.417
Oakes	88	36	.410
Graney	68	25	.367
Smith, Julian	40	13	.325
Smelster	38	12	.316
White, Howard	95	28	.295
Smith, Ernest	38	11	.290
Vietze	74	20	.270
Fitzgerald	73	19	.260
Eppich	39	10	.256
DeCosta	21	5	.238
Walton	35	8	.229
Arthur	50	10	.200

EAST WALPOLE TENNIS CLUB

ALTHOUGH vacations and illness have held up the elimination tournament so that it has not progressed as far as it should have, three interesting afternoons of tennis have been played with out of town teams.

On Saturday, August 10th, members of the local Club journeyed to Brockton and played a group from the Y. M. C. A. there, winning three out of four single matches and winning one and losing one in the doubles. The following Saturday, August 17th, the Woonsocket Y. M. C. A. visited the Club at East Walpole, and the final results showed two lost and two won in the singles and one lost and one won in the doubles.

The latest of the outside matches was played with the Franklin Y. M. C. A. at Franklin on Saturday, August 24th. The results were as follows: Singles, two lost and two won; doubles, both matches lost.

In the singles elimination tournament the two matches in the first round which had not been played at our last writing have been completed and resulted as follows:

Thomas Wright vs. Russell Wyman; winner Wright, 6–2 6–3.

Donald Kirkpatrick vs. Frank Vietze; winner Kirkpatrick, 4–6, 6–3, 6–1.

Two additional matches have been played in the second round, leaving two more still to be played; results were as follows:

Carl Clem vs. Edgar Grout; winner Clem, 6–1, 6–2.

Edgar Tarr vs. Horace Hart; winner Tarr, 6–1, 6–2.

One match in the third round, between Frank Reynolds and John Bradley, has been played and was won by Reynolds, 4–6, 6–1, 6–4.

GIRLS' TENNIS CLUB

ALMOST all the matches in the first round of the elimination contest have now been played off, and two games in the second round have been completed. Results of the first round are as follows:

Group A:

Flora McDonald vs. Muriel McDonald; won by Flora McDonald, 6–2, 6–1.

Margaret Delaney vs. Margaret Owens; won by Margaret Delaney, 6–3, 7–5.

Louise Percy vs. Anne Kelliher; won by Louise Percy, 6–0, 6–0.

Phyllis Polumbo vs. Hazel Crandell; not played.

Group B:

May Walsh vs. Elizabeth Lamore; won by Elizabeth Lamore, 6–0, 6–2.

Wilma Reardon vs. Hope Spiers; won by Hope Spiers, 6–4, 6–8, 6–4.

Julia Lewis vs. Edith Goodwin; won by Julia Lewis, 6–3, 6–3.

Ida Phillips vs. Nellie Shergals; won by Ida Phillips, 6–4, 6–1.

Group C:

Genevieve Pare vs. Alice Clem; won by Genevieve Pare, 6–2, 6–3.

Helen O'Kane vs. Julia Lynch; won by Julia Lynch, 6–2, 6–4.

Ann Mahoney vs. Agnes Kelliher; not played.

Dorothy Hartig vs. Ann Brennan; won by Dorothy Hartig, 6–2, 6–0.

In groups B and C there has been one match played in the second round in each group. The match between Ida Phillips and Julia Lewis of Group B resulted in a 6–2, 8–6 win for Ida Phillips. In Group C Genevieve Pare won from Julia Lynch by the score 3–6, 6–2, 6–4.

SOCCER NOTES

OPENING the fall schedule of scoccer, Bird & Son Soccer Team will meet the Stoughton A. A. at the new athletic field in Stoughton on Saturday, September 7th, at 3.30 p. m. After the excellent season last year, when Bird & Son placed second in the Boston and District League, there is expected to be considerable interest in this year's contests.

BIRD PRODUCTS

Building and Roofing Division

BIRD Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Super Twins Hex-Twins Lock-Butt Individuals Twin Lock
Super Twin (Thick Butt) Giant Individuals Custom Made

BIRD Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Old Reliable Universal

BIRD Building Papers

NEPONSET Black Saturated and Coated American Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White American Board

BIRD Specialties

Asphalt Felt Paroid Built-up Roof BIRD Deadening Felt
Plastic Cement Roof Coating
BIRD Insulating Board Art-Bric Siding

Floor Covering Division

BIRD Rugs BIRD Floor Coverings BIRD Rug Border
BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes
Flower Pot Covers

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Buff Socket Paper Torch Paper
Bird Wadding Standard Index Cardboard Felt Papers for Special Purposes Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
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WATER PROOF

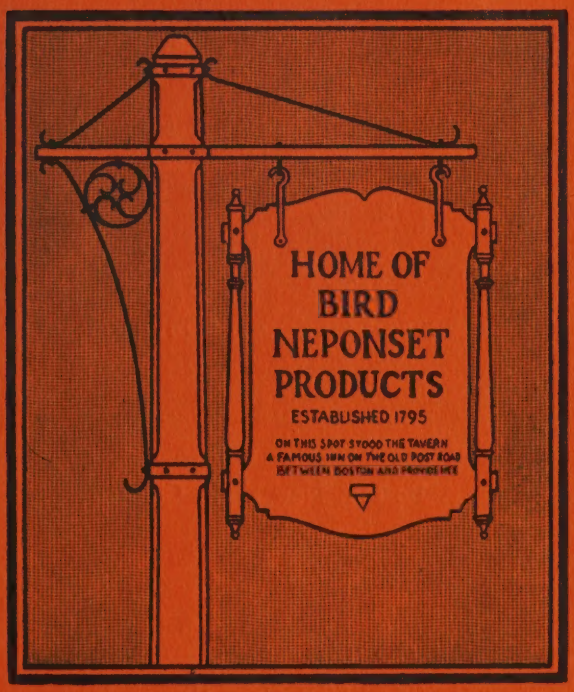
BIRD'S Neponset REVIEW

Planned and Edited by Employees of

BIRD & SON

INCORPORATED

East Walpole, Mass.



VOL. XVII NO. 10 OCTOBER 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plant
East Walpole, Mass. Phillipsdale, R. I.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass. Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

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Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales Division
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Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales Division
Manager, C. H. ANDREWS

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Labor Bureau Manager, B. D. ROGERS

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Assistant, E. M. LINES
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Chief Box Div., J. B. MAGUIRE

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Asst. Mfg. Mgr., S. B. MONTGOMERY
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Supt. Paper Div., S. W. SMITH
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, S. W. GLADDING

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anufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

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Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

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Bird and Son Sales Corporation

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Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT

Branch Offices

Boston, New York, Chicago

Warehouses

ALBUQUERQUE, BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL

BIRD'S NEPONSET REVIEW

Vol. XVII *October 1929* No. 10

PRESIDENT ALLEN'S SAFETY MESSAGE

FEWER ACCIDENTS THAN LAST YEAR

ANOTHER year has gone by, therefore, it is time to pause and review the safety and fire prevention work for the year.

And again a new record is hung up. October, 1928, was the first "No Accident Month" of Bird & Son; that is, all plants went the entire month without a single lost-time accident. It was repeated again in February, 1929. This in itself is a remarkable record for nearly 1900 people.

Roofing Plant Safety Committee: Back row, William Murphy, Axel Ostrom, Eli Chamberlain, Paul Krucas, Patrick Tracey, Granville Baker. Front row, Ernest Wood, Joseph Guertin, Paul DeLarraro, Frank Mazzocca, John Faulkner, Salvatore Purpura

The Roofing Plant, which was awarded the Shield last year for having gone a full year without one lost-time accident, added to its laurels this year by making almost a 2-year record, falling short by one month. Nobody expected this record could go on forever but the fact that everyone at the Roofing Plant was becoming more and more "safety minded," is what has made it. It has been fine team work.

Then, on the fatal Friday the 13th, report has it that one man had the misfortune to drop a cover on his foot, cracking a small bone in one of his toes, but he stuck it out Friday for the rest of that day, he stuck it out Saturday, he rested up Sunday, he stuck it out Monday, but Tuesday morning he had to give in.

FB has lost the Shield but hasn't lost its record and other plants will have to work hard to break it. Seven hundred days without a single lost-time accident still stands for the Roofing Plant (FB).

It was a very pleasant occasion (though some might call it gruesome), when the delegation from the Roofing Plant came up into the Square on Friday noon, September 20, to present the Shield to the Box Shop. They marched with a band at the head, consisting of one accordion player. The delegation was hatted and wrapped with Bird Black Waterproof Paper made into tall hats and long gowns. The Shield was carried in a coffin draped with black paper. Mr. Chamberlain and Mr. Gladding, respective Superintendents of the Roofing Plant and Box Shop, delivered orations. The speeches showed a fine spirit of good sport fellowship and honest rivalry among the plants who were all trying to make a record.

We certainly can be proud of the following figures. Take the first nine months for the last three years and see how the total accidents have gone down: 1927—82, 1928—37, 1929—27.

No. 2 Box Shop Safety Committee: Back row, William Wall, E. W. Stather, B. T. Curran, S. W. Gladding. Front row, E. M. Field, Frank Eisenhaur

Remarkable figures, and especially so since it is increasingly difficult to reduce the number of accidents when they get as low as these figures are.

Every one of us must preach and, what is more to the point, practice the rules of safety. We must become "safety minded." We must become selfish and unselfish at the same time. We must be selfish in our own desire to play safe; unselfish in our desire to help the other fellow to play safe. It is the most worthwhile single thing we have to do in our day's work in all of our plants.

P. R. Allen.

ARE YOU ASLEEP AT THE SWITCH?

By G. R. WYMAN

ONLY a few days ago, an experienced aviator lost his life in an endurance test, as far as anybody knows, because he fell asleep. He knew how to guard against all of the known dangers, but nothing had happened—the plane was running smoothly—and he fell asleep.

Now, let us not be lulled to sleep by the fact that we have not had fires. We know that our plant is clean, and we have a systematic plan for following up our fire apparatus which has a clean bill of health so far as quantity, condition and efficiency are concerned. And yet, all of us who have had experience realize that a fire is liable to occur at any time.

Hidden hazards are really the worst. What is there under the bench, in the cupboards, in the lockers, in the desks, that might cause a fire?

I want to point out that it is the individual responsibility of everyone of you to know that the condition of equipment is such that every piece of

No. 1 Box Shop Safety Committee: Standing, R. L. Tupper, Ralph Farris, C. S. Mutch, Carl Johnson. Kneeling, Edward MacDonald, E. J. Heaver, F. L. Ward

it is fire safe. If it is not fire safe, it is your duty to correct the defect. If it is outside of your power to do this, report it, preferably in writing, to your next superior.

So much has been said about the results of fire, such as loss of life and lost time, that I assume that you all understand this point fully so that it is not necessary for me to go into any further detail on this point.

It has long been the policy of Bird & Son to so equip its mills and factories that the emergency can be met with the minimum loss—fire pumps, automatic sprinklers, fire extinguishers, the maintenance of up-to-date fire brigades in all of our plants, with men of character carefully selected for their loyalty and cool-headedness, who are ready to jump in at a moment's notice and do their best. Even so, it is not an uncommon thing to see a stranger walk into our yards, smoking, although it is true he does not get very far before he is held up. And if smoking is not excusable even to a stranger who does not know Bird & Son's fire regulations, it is a serious offence for an em-

Flooring Plant Safety Committee: Back row, Ralph Wight, Alphonse Winslow, Harvey Hayward, Joseph LeBlanc, Clarence Phillips, Wilmot Irving. Front row, Everett Tripp, Richard Seavey, John S. Smith, Leo Bernier

ployee who knows that by so doing he may endanger the lives of his fellow-employees and perhaps put them and himself out of work for months. Fire prevention safety must include every man in the plant, and the man who thinks "just a few puffs" won't matter deserves nothing better than the losing of his job.

Somebody wipes a piece of machinery with cloth or waste, making it oily and creating a fire hazard, without disposing of it in the proper receptacle provided. Then again, these receptacles get bent and jammed so that the covers do not fit properly, thus creating a hazard.

It is not an unknown thing to have some slight change in the mill alter the sprinkler situation so that the area is not covered as efficiently as it should be.

Our fire inspection is supposed to cover all of

Main Mill Safety Committee: Standing, Louis Bergstrom, Francis Bannon, Mario Boragine, John Broadley, Martin Costello, Francis Howe, Francis Dockray. Kneeling, Maurice Tarr, Frank Fisher, Ralph Wilkins, Ernest Stott, John Seastrand

these points, but each person should familiarize himself with the apparatus in his department. He should know where the main shut-off valves are, where the exits and fire escapes are, and what the fire signal means.

It is not the purpose of this article to make a long list of items, but let me say in closing—the more alert you are on this question of fire prevention, the more alert you will be on your own job. Let us all get busy at once lest we fall asleep at the switch.

Phillipsdale Safety Committee: Front row, William Nassall, Edouard Roy, Lloyd Allen, Arnold Manchester. Back row, Joseph Botencourt, Rexford Salisbury

Ringing In an Alarm

To turn in the Town Alarm, open the door of the fire alarm box and PULL DOWN THE HOOK.

To turn in a Mill Alarm at the Main Mills or Roofing Mills, run to the engine room and tell the engineer to tie down the Whistle. At the Flooring Plant, run to the Whistle rope, between No. 1 and 2 print machines and tie down the whistle rope, which is indicated by a sign.

After both alarms have been given, go to the Mill gate and direct the firemen to the fire.

At right, Chicago Plant Safety Committee. B. H. Roberts, L. A. Lance, Tony Ecklund, M. Thomas, M. F. Meyers, J. Schultz, N. [illegible]rens and Henry Morman.

Central Safety Committee: Back row, G. R. Wyman, R. A. Wilkins, F. W. Fisher, F. B. Duncan, S. B. Montgomery, R. L. Tupper, S. W. Gladding. Front row, P. A. Guttormsen, H. E. Fuller, S. W. Smith, C. W. Conrad, E. L. Chamberlain, R. M. Wight, B. D. Rogers

Location of Alarms and Whistles

AT East Walpole.

Town Boxes:

653—Coal Pocket (near Main office).
654—Repair Shop (near Mill office).
655—Fire Pump House (near C & D Engine room).
656—Finishing Mill (near No. 1 Box Shop).

Mill Whistles:

Boiler room (near chimney).
C & D Engine room (near pond).

AT Norwood, Roofing plant.

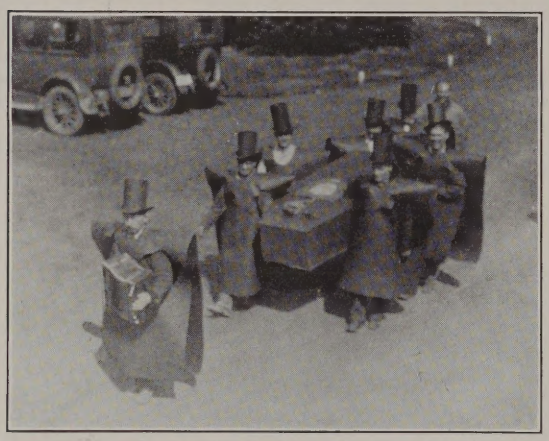
Town Box No. 5 (near Boiler Room entrance).
Mill Whistle (in Boiler Room).

AT Norwood, Flooring plant.

Town Box No. 7 (in roadway, on Finishing Building).
Mill Whistle (between No. 1 and 2 Print Machines).

ELABORATE FUNERAL SERVICES MARK PASSING OF TROPHY FROM ROOFING PLANT

ON Friday the 13th, when a slight accident to an employe in the Shipping Department of the Roofing Plant shattered a Safety record of nearly two years, it became necessary to pass on the Safety Shield from that plant to the plant next in line, the No. 2 Box Shop. Such an event was not to be regarded lightly, and accordingly the Roofing Plant set about to make fitting preparations for the day when the Shield must be borne away from its birthplace.



The procession leaving the Roofing Plant. John Eppich with his accordion heads the procession, and Richard Stoddard, in sack-cloth walks demurely at the end

Just a week later, on Friday the 20th of September, the shining Shield lay in state all morning upon a black building paper coffin near the Roofing office. A faded sunflower was the only funeral wreath, touching in its simplicity. On the stroke of twelve noon the coffin and its shield was lifted from its place on two nail kegs and tenderly carried from the building. Five pall-bearers, appropriately dressed in black, officiated. They were led by musician Eppich and his full-throated accordion, and accompanied by two chief mourners, Superintendent Chamberlain, dressed in black, and Mr. Richard Stoddard, head of the Shipping Department, scantily gowned in sack cloth.

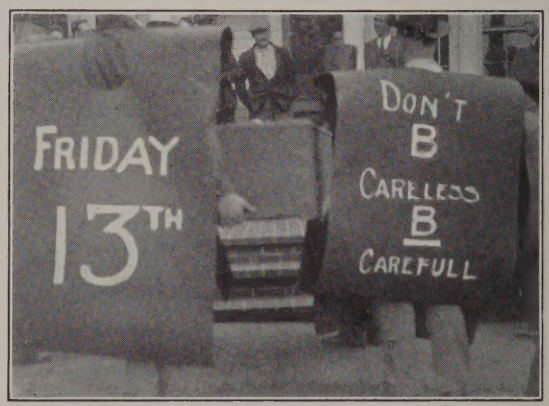
Slowly the procession left the mill yard of FB and continued up the road. A small crowd of grief-stricken employes watched the ceremony and mourned the passing of the shield. Frequent hysterical sobs were heard now and again, which someone was vulgar enough to suggest might be laughter. The procession finally reached the end of the mill yard where the hearse, commonly called a truck, awaited them.

It was a short trip from there to the bridge at East Walpole, where again the procession formed and marched mournfully up to the Labor Bureau to the tunes of Chopin's Funeral March and Yankee Doodle. Circling the watering trough and the old town bubbler, the procession wound its way through a crowd of some several hundred persons and came to a halt on the steps of the Employment office. Here Superintendent Eli Chamberlain stepped forth, and calling upon Superintendent Gladding of No. 2 Box Shop, spoke as follows:

"Brethren: We have assembled on this occasion to solemnize the passing of our friend and inspiration, the Bird & Son Safety Shield. It was created for FB when we had gone one year without a lost-time accident and we have held it for nearly another year by virtue of hard and untiring work.

"It is with deep regret that we now come to the parting of the ways. In this bereavement, as in all great catastrophes, there is some consolation, and as we commit this to you (No. 2 Box Shop) it is with the feeling that we are merely loaning it to you for a short time and that before long it will be back at the Roofing Plant where it rightfully belongs.

"Mr. Gladding and FX2 Safety Committee: We leave this shield in your tender care and warn you that it is ours and although we wish you success and long association with so good a friend and inspiration for safety, yet we are going back to FB and start on a second long period without accidents."



Pall-bearers' costumes, viewed from the rear, give timely advice, emphasized by the extra "l" in "carefull".

Mr. Gladding, in behalf of FX2 then stepped forward and replied thus:

"Parson Chamberlain, FB Safety Committee, and fellow-workers:

"We thank you for this emblem, and may we always keep it. We want to congratulate you on your good safety record, but we are sorry that it had to be broken and that such an event had to take place, for we were pulling with you for at least a two-year record. It is gratifying to know that your record was broken by a simple accident.

"You are also to be congratulated on your good sportsmanship which you have shown throughout the period and now by coming up here and presenting the emblem in such a manner. We note that the accident happened on Friday the thirteenth, which shows that you fellows did not take the proper steps to see such a day safely through. We all took special precautions, but you were apparently so sure that nothing could happen that you tried to get through the day on the old system. Let this be a lesson to you that no system is infallible, and that in the future whenever the thirteenth falls on a Friday you make a more thorough check-up.

"We are surely pleased to be the first Department in the Main Mill to receive this emblem, and we will certainly strive to obtain a record that will make yours forgotten. In fact, we want to do away with such ceremonies as this, and we realize the only way it can be done is by having no accidents.

"I want to thank you all again for the emblem and in closing, I suggest three hearty cheers for FB and their Safety Record!"

The three cheers were given, 200 voices strong, and as the pall-bearers passed over the Shield to Mr. Gladding, the ceremony came to a close.

The Safety Shield is survived at FB by fine records in all the departments except Shipping—records which are reaching the three and four-year mark. And the Shipping Department itself is again nearly two weeks away towards another and finer record.

Two hundred and thirty-five employes at FB mourn the passing of this Shield. Its presence has been a great inspiration, an inspiration which shall live on even after its passing. It may no longer be with them in the flesh, but its spirit is still a living guide which shall carry them on to the day when once again that Shield shall return, not mournfully upon a coffin, but joyfully in the knowledge that they have again made a great Safety Record.

SUGGESTIONS

AT the Suggestion Committee meeting held on September 11, there were no accepted suggestions which fell into Classes 1 or 2. All were in Class 3, and received awards of $5 each:

Galvanized iron plate on platform — Lawrence Balduf, DMB
Circle on No. 1 washer discharge — Lawrence Balduf, DMB
Separate switch for lights over No. 5 Lining Jordans — Michael Burke, DMB

Ralph Simmons, Roofing Plant, who has had a total of ten suggestions accepted and who received a special check this month in recognition of that fact.

Support for lubricating compound on tube machine — Felix Counter, FFA
Collar on shaft on FBPM7 — Paul DeLararro, FBP
Lock couplings on hoist chains on FXRM35 — Ernest Field, FXR
Turn down guides on FXGM4 — James H. Ginley, FXG
Raise FXGM18 — V. E. Gronroos, FXG
Directions for applying Bird art bric siding — James Hadden, EMW
Method of finishing miscellaneous material — Edward Heaver, FXG
Asbestos covering for steam pipes — James Hennessey, FFP
Addition to stop stanchions on FXFM12 and 13 — Ethel Karshis, FXF
Rest for Babbitt ladle handle — George Lane, FFG
Water pipe from filter tank to wash room — George H. Lynch, ERB
Extend water pipe from present location to die — Andrew Onichuk, FBP
Bell for doubles on waxer — Phylis Palumbo, FXB
Change water pipe location — Frank Philips, DMB
Chain falls on Kidder press — Tony Sansone, FXB
Support at top of rolls, FBPM1 — Ralph Simmons, FBP
Basket for chips — Sidney Stather, FXR
Spacer for dolly truck axles — Ernest Stott, EMM
Guard for slipped rolls on No. 5 winder — James Trenholm, DMP
Guide for paper — Steven Wilson, FFP

James Hadden's suggestion for changes in Directions for Applying Bird Art-Bric Siding was an excellent one but it had to be put in Class 3 as it was of intangible value. Mr. Hadden was rewarded, however, by an additional award of Five Dollars.

Ralph Simmons, FBP, added another accepted suggestion to his list, making the total ten, so that he received another check for Ten Dollars. Mr. Simmons is the first man in the organization to win this award a second time, and he is to be congratulated upon having accomplished it in such a short period.

VACATION PICTURE CONTEST

"VACATION DAZE," a picture of Robert Wilson, three year-old son of Leon Wilson, FFN, intently manipulating a fish pole, wins the Grand Prize of five dollars for the best picture submitted in the *Review* Contest.

First prizes of $2.50 and second prizes of $1.00 for pictures in each of the seven groups are awarded as follows:

"Vacation Daze," Robert Wilson, son of Leon Wilson, Undercoating Department of Flooring Plant. Grand Prize-Winning Picture in Annual Review Contest. Taken by Leon Wilson.

Camping scenes: First prize, "Two Birdites," taken by Sabina Costello, CE; Second prize, "Up the Chute at Camp Kiwanis," taken by H. N. Mann, EK.

Groups, individuals, or children: First prize, "Vacation Daze," by Leon Wilson, FFN; Second prize, "Solomon in All His Glory," by Welthea Smith, P Office.

Water scenes: First prize, "Niagara Falls," Hugo Solomaa, FFR; Second prize, "Bridal Veil Falls by Tuckerman's Ravine" by H. M. Newman, No. 1 Box Shop.

Landscapes: First prize, "Mount Rainer, Washington," by R. W. Westcott, Chicago; Second prize, "Cliff at Beaver Bay, Lake Superior," by Welthea Smith, P Office.

Still Life: "Butterflies," by Paul Kugel, FX1. Only one prize.

At Home: First prize, "Bird Pond, above the Mill," by Paul Kugel, FX1; Second prize, "Lewis Castle," by Paul Kugel, FX1.

Miscellaneous: "Graf Zeppelin over Lake Michigan at Chicago," by Welthea Smith, P Office; Second prize, "The Noon-day Meal," by Frank Meyer, FXP.

Honorable Mention. "Amanoosic River, Webster Mountain in the background," by Louise Percy, CE.

Well over a hundred pictures were submitted, and in many cases the judges found it difficult to pick the winner. Each picture was numbered, and in case the name of the taker appeared on the back, that was carefully covered up; the selections were made entirely by number, and the pictures considered the best by the judges were awarded the prizes. Because of this system and also because of the fact that several people submitted a large number of pictures, there were several prizes awarded to the same person. The aim of the judges was to pick the best picture, regardless of who took it.

First prize pictures are run in this month's issue, and second prize pictures will appear next month.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during October.

			Yrs.
John H. Maguire	10–12–1882	Paper Mill	47
John Dower	10– 1–1895	Maintenance	34
Charles T. Derry	10–12–1897	Retired	32
H. L. Engley	10– 9–1901	Maintenance	28
Victor Purdy	10–12–1907	Maintenance	22
Alice Fales	10–29–1907	Boston Office	22
William Lewis	10– 1–1919	Maintenance	10
Nicola Benedetti	10– 6–1919	Flooring Plant	10
Harry Godkin	10– 7–1919	Stores	10
Silvio Tronti	10–20–1919	Flooring Plant	10
Joe Uzdowinis	10–27–1919	Flooring Plant	10
Antonico Francesco	10– 6–1924	Roofing Plant	5
Edgar Tarr	10– 7–1924	Office	5
Matthew D. Fyfe	10–10–1924	Flooring Plant	5
Kenneth Stuber	10–18–1924	Roofing Plant	5
Norman McCann	10–20–1924	Flooring Plant	5
Louis DesJardins	10–20–1924	Maintenance	5
	PHILLIPSDALE		
Nazario Costa	10–24–1924		5

First Prizes in Annual Review Contest. Upper left: Water scenes: Niagara Falls, by Hugo Salomaa, Rug Finishing Department of the Flooring Plant. Upper right:: At Home: Bird Pond above the Mill, by Paul Kugel, No. 1 Box Shop. Left center: Landscapes: Mount Rainer, Washington, by R. W. Westcott, Chicago. Right center: Camping scenes: Two Unknown (?) Birdites, by Sabina R. Costello, Roofing Sales. Center oval: Still Life: Butterflies, by Paul Kugel, No. 1 Box Shop. At foot of page: Miscellaneous: Graf Zeppelin over Lake Michigan, Chicago, by Welthea M. Smith, Vice-President's office.

BIRD'S
NEPONSET REVIEW

Vol. XVII. OCTOBER 1929 No. 10

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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S. B. Montgomery B. D. Rogers

Editor, B. D. Rogers

Assistant Editor E. M. Grout
Photographer C. T. O'Connor
Circulation Manager A. S. Blaney

Printing Foreman, F. R. Meyer

IN MEMORIAM

FB Safety Record: No lost-time accidents from October 10, 1927 to . . . . . .

Ever since the Roofing Plant began its long and unbroken record of no lost-time accidents, we have known that some day that blank date would have to be filled in. Such a perfect record couldn't continue forever. And, as if fate had taken a hand, the date was filled in on Friday, the thirteenth of September.

We are not superstitious, but we have sometimes wondered if FB's record would still be unbroken had the thirteenth fallen on Saturday.

The first year of this wonderful record was completed last year on October 10, and at that time FB was given the Bird & Son Safety Shield, to keep until its record should be broken, when it was to be passed on to the Plant next in line. The ceremony, elaborate and not without impressiveness, is told of elsewhere in this issue.

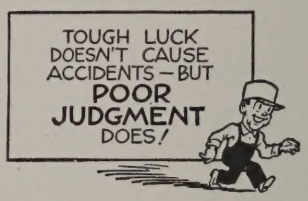
How FB established and maintained its record is worth several columns of space. Told in a few words, it is simply this: the desire to work without injury, to keep the record unbroken, had become the desire of every employe. They were not "egged on" by any over-ardent Safety Committee. Each man himself felt a pride in keeping up the record. David Bader, the unfortunate worker who figured in the accident, was just such an example of employe. He was injured on Friday by dropping a battery cover on his foot. He continued to work Friday, he worked Saturday and Monday, and on Tuesday his lunch was all packed and he was ready to start work again. But his mind was more willing than his foot, and he found himself unable to walk. Our sympathy is with David Bader who had the right spirit, and to all the employes who kept the record clean for nearly two years.

Our congratulations go to the Roofing Plant, that after such a fine run, the accident which ended it was only a simple one and not a serious one which might have occurred.

PREVENT AND PROTECT

TO most of the readers of the *Review* some of the material in this issue may be old and hackneyed. What to do in case of fire, the location of alarm boxes, and how to turn in an alarm—all of these are subjects which have appeared in these pages time and time again.

And yet, in this case, old news is the best news we can give you. In all sections of our plants the nature of the work and the materials which are used cause continual fire hazards. We cannot prevent this hazard, but we can reduce its dangers to a minimum by making certain that each employe recognizes the situation and the necessity for observing the regulations that have been made. Most important of all is the practice of fire prevention—the stopping of the fire before it starts, by always playing safe where there is any danger. After the plant has burned and the daily work of 2000 men and women has gone up in smoke, it is then too late to prevent it.



Once a fire gets started nothing is so important as intelligent fire protection. The employe who does not know the location of the alarm box nearest his place of work, or who does not know every step in the process of turning in an alarm properly, has not learned how to work with the greatest safety. A list of alarm boxes and mill whistles, together with instructions on how to turn in an alarm, appear on another page of this *Review*. If you have read this before, read it once more and make sure you are right. If you are a new worker and have never seen the instructions before, read them carefully and fix them in your mind.

PRES. ALLEN CHAIRMAN OF SALVATION ARMY DRIVE

PHILIP R. ALLEN, President of Bird & Son, inc. was nominated Chairman of the Annual Salvation Army Drive in Greater Boston, to be held from October 23 to November 9.

Former Chairman Sidney S. Conrad of Conrad and Company, Boston, who has served as head of this committee for many years announced his retirement at a recent meeting. He is to be Vice-Chairman, and as his successor he appointed President Allen. $250,000 is the sum to be raised this year.

HEALTH NOTES

STRAINS

Your muscles are made up of numerous small fibers. When you lift an object that is too heavy for your strength, you stretch or tear some of these muscle fibers. That is what muscular strain means.

If you strain yourself, report it to your foreman or to the medical department. It may be desirable to have a physician strap the strained muscles to protect them and then to relieve soreness and pain.

When you have to lift something that is very heavy, try it slowly at first. If you find that you can not lift it without danger of straining yourself, get someone to help you.

(You are not wasting the time of others by asking for such help when it is really needed to avoid strains.)

COLD VACCINES

The Hospital announces that beginning immediately cold vaccines will be given to those that wish them. All employes interested are asked to report to the Hospital at 9:30 on either a Monday or a Thursday, so that they may consult Dr. Field.

Regular treatments will be given on Tuesdays and Fridays at 11 a. m.

LIBRARY NOTES

"Notwithstanding a faculty be born with us, there are several methods for cultivating and improving it."

THE sacrifice of a few of our hours of leisure each week, and a trivial amount of money spent in pursuing some of the courses offered by the State University Extension Service and other Educational centers may help many of us to understand our work better, and lead us to advancement and self-improvement. Brief information of the courses is given in the pamphlets distributed from our Library, and details may be obtained by application at the Director's office.

For home reading for those who enjoy the newer publications:

Fiction:

Garden Oats	Baldwin
Empress of Hearts	Barrington
Black Camel	Biggers
Fur Brigade	Everts
Into the Wind	Hatch
Blair's Attic	Lincoln
Mrs. Jeffrey's Neighbors	Montgomery
Red Silence	Norris
Sooner Land	Ogden
Listening Post	Richmond
Spanish Prisoner	Tilden
Splendor of God	Morrow

Non-fiction:

Son of Man	Ludwig
Simple Guide to Rock Gardening	Cotton
Packages That Sell	Franken
Story of the World's Literature	Macy

WANT A 1930 SAFETY CALENDAR?

HERE'S good news—

The Safety Calendar, published by the National Safety Council, and bearing the Bird & Son imprint, will again be distributed this year to all Bird & Son workers in those departments going through No-accident and Fire Prevention Week without a lost-time accident. "The Week" this year occurs from October 6 to and including October 12.

The 1930 calendar, one sheet of which is shown above, is without doubt the best yet put out by the National Safety Council. Many of the paintings are worth framing, and all are interesting and bring home a safety message.

These calendars are valuable. They cost the company several hundred dollars for enough to give each worker one. But if they help to get the Safety message across, particularly in the home, they are worth every cent they cost.

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Lynch*
Myrtle Mayshaw

Edgar Tarr spent his vacation in Pennsylvania.

J. J. Dowling, AS, is now on his vacation.

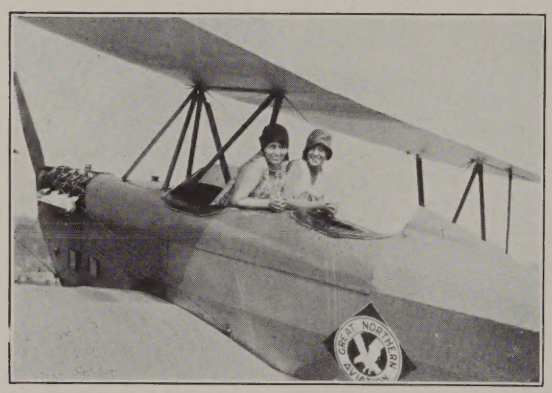
William Maxwell journeyed to New Britain, Conn., over the week-end of September 21.

Margaret Corcoran has been kept from work by illness during the past week.

They say that Frank Vietze of AF spent a recent week-end at Albany, N. Y.

Wesley Ahlgren in addition to his regular duties at his desk has taken upon himself the task of chloroforming cats. They say he is quite expert.

J. J. Barry of Traffic is now on his vacation.



Although this plane is still on the ground, we can be reasonably sure that Welthea Smith and Evelyn Wadleigh really did go up in an aeroplane. We suspect, however, from the smiles, that this picture was taken before, and not after the ride

Alice Clem, CX, returned from her vacation at Lake Bomoseen, Vermont, with a damaged nose. It seems Alice was caught in one of the unexpected violent storms that Massachusetts reads about but rarely sees. In this one, before Alice was able to reach shelter one hailstone struck her nose with such force as to temporarily mark up and discolor it. Last year in the mountains she slipped and bruised her leg. We advise her not to try the mountains next year—no one knows what might happen the third time.

CX is glad to welcome back Mr. Gardner who, shortly after joining the Department was out sick.

Jean Phelan entered the category of married women on September 2. Jean was married at St. Mary's Church at East Walpole the morning of the 2nd. The ceremony was followed by a wedding breakfast at the Wednesday Club. Congratulations—Mr. and Mrs. Thomas P. Nugent, Jr.

Agnes Hefferan spent her vacation at Jefferson and reports a very good time—just one little spot prevented complete enjoyment and that was a grease spot. We advise Agnes to wear a mechanic's costume the next time she goes to a masquerade. Then she won't worry if she does get "spotted."

Mrs. Kelly left for her vacation the 14th for a week at Nantucket. For her other week she had no definite plans. Miss Faunce went on the 11th to spend most of her time at Brant Rock. Mr. Colburn has just returned from two weeks in Canada. This ends our vacation list.

Art Le Blanc will be in to see us more often now as he has taken Stan Blackmer's territory in Connecticut and New York. We expect to have Stan with us here in the office again soon.

Olevine Tetreault and Bertha Broadley are enjoying vacations now which is one of the best seasons of the year. No doubt they are having a good time.

Some of the girls attended a Bridge Party at Eva Knoll's house on September 18. After the card game Eva served dainty refreshments.

Irene Claire Delaney, in charge of the information desk at the Main Office, and Joseph Harold McNeeley of Maintenance office were married on September the 2nd at the Church of the Blessed Sacrament in Walpole. A large number of Bird & Son people attended. Mr. and Mrs. McNeeley are now making their home at 13 Day Street, Norwood.

On Saturday, September 21, Boston papers carried the announcement of the engagement of Miss Nancy Ogden, Brookline, Mass., to Richard C. Floyd, Assistant to the President.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

Rumors have it that John Maguire and Jack Linnehan have bought a Baseball Team in Dover. They were seen looking one over recently, but that is all that we know.

Coleman Howe, the pilot of No. 5 beater, is going into the grape business on Vinegar Hill. All good suggestions on making grape wine will be cheerfully accepted.

One night recently Lewis Keddy of No. 5 machine awoke and heard a commotion in his hen-yard. He discharged a double-barrelled shotgun through the window pane, but could find nothing but broken glass the next morning.

Tony Feeney saw the Sharkey fight in New York when on his vacation.

Nicola Triano spent a week with his daughter in New Jersey.

David Kelley has gone back to Dartmouth. He may be seen on the Green football team this fall. Good luck, Dave.

That good-looking fellow in DMT office is none other than Ed Kelley, Dave's brother.

We have recently been informed that M. R. Haskell of Department H has gone into the real estate business in Norwood. Any one interested in a new home or a choice home site is invited to phone him any evening or week end at Norwood 0619.

Start of the girls' hundred-yard swim at the Annual Field Day

Frank Massey of No. 5 machine made a flying trip to Canada over Labor Day. He went so fast that he had to call on Jack Spillane to bail him out. He says the roads through Vermont and New Hampshire were terrible, and it is a fact that the car hasn't been any good to him since he got back.

H. L. Badger and A. A. Smith of the Stock-Handling office both took automobile trips during their vacations. Mr. Badger traveled through the Berkshires and Mr. Smith went to Canada.

William Shusta of the Stock-Handling Department has been on a vacation.

Vacations among those in the Cutting and Sorting Department are as follows: Felix Thompson, Charles Resetsky, William Lewicke, Antonio Paddock, Michael Connors, Michael Coyne, Eric Carlson.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Sulo Solomon has returned from a vacation in Finland and reports a good time.

Vitus Gleichauf spent his vacation at home.

Patrick McNulty has been spending his vacation in New York City, and Marshall Grant spent his touring Canada.

Eustace Merrill leaves the Engineering Department on the first of October to take a position as assistant to the Manager at the Barbour Asphalt Company, Maurer, New Jersey.

Robert Hood, EMM, got two bad shocks over the week end when his two favorite soccer teams let him down badly, but thanks to the timely arrival of Mrs. Hood from Scotland where she had been visiting for the last two months, Bob pulled himself together and is now patiently waiting for his revenge when these particular teams meet again.

John Bortolin has now left Bird & Son to take up a new position with the Converse Rubber Corporation, Malden. Best of luck, John!

The following have returned from vacations and report good times: James Hadden, Marblehead; F. B. Duncan, Onset; J. H. McNeeley, St. Johns, N. B.; Ludwig Anderson, A. McDonald, James Connor, John Broadley, William Gokey, David Regan, Jr., and Charles Rafuse.

Bartley Foley of EMP is now the proud father of a 9-pound baby boy born at Norwood Hospital on September 21. Congratulations!

Leroy Gardner, EMM, and George Murray, EMW, are now enjoying their vacations in Pennsylvania.

We are sorry to report that Dan McDavitt is confined to his home by illness. We wish him a quick recovery.

Maurice Tarr has a goodly supply of golf balls these days. Anyone wishing to know how he gets that way need just ask the truck drivers. (They tell us that Maurice seems to have

The pistol cracks and they are off—in the three-legged race which was a part of the Annual Field Day at the Park

a faculty for picking up at least one ball every time he goes by the links!)

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

The Phillipsdale All Stars defeated the fast Boyd A. C. team of Providence to the tune of 4 to 2 on Saturday, September 14. Henry Lada of DPB received honorable mention for the very good game he played at short stop. Percy Walton of DPM was manager and Tom Wynne of DPM his assistant.

We wish to extend our sympathy to James Blessing whose wife passed away recently after a brief illness.

Tixie Billings' old Ford is still going strong. He can tell you all about the condition of the roads, avenues and streets in Phillipsdale, Rumford, Seekonk and Rehoboth as he usually tours these towns.

The world champion mover, Clarence Pierson, has moved again. His new residence is on Woodward Avenue in East Providence. We do not guarantee he will be living at this address at the time this *Review* is being read.

Joseph Wynne, DPM, is the proud father of Shirley Marie Wynne, born August 28.

George Hawley took a trip through Vermont, New Hampshire and Massachusetts while on his vacation.

Dave Lowry followed Herb Chamberlain up to Niagara Falls but the pace was too fast for Dave so he gave up the chase. Dave stopped at the Springfield Fair on his way back.

Leonard Carlson also visited the Springfield Fair. He spent

Leslie Howard, Rex Salisbury, John Nolan, Committee in Charge of the Review at Phillipsdale in the absence of David Lowry

most of his time on the road as he had only two hours at the Fair. Leonard says he didn't see very much there.

This month we welcome Albert E. Harrington in DPR who took Everett Macomber's place. Macomber took up his new duties as engineer.

Walter Karpoweck parked his machine on Prospect Street in Pawtucket a few days ago and a truck backed into it, doing considerable damage.

Albert Carlson, DPP, met with an accident on September 3 when he slipped on the floor and fell, fracturing his arm. Watch your step, boys!

Henry Phelps has been out sick for the past two weeks but we hope to see him back to work again soon.

Great activities are going on around in East Providence and nearby towns in the building of henhouses, garages, and rabbit coops. Livingston, Barquist, and Castro are buying up all the second hand lumber they can get.

Joseph Perry, DPV, had a narrow escape from severe injuries Sunday, September 8, while driving from Fall River with his wife and two boys. A machine cut out of line and hit Perry's machine causing it to go across the road and tip over. Mrs. Perry and one of the boys were taken to the Truesdale Hospital in Fall River where the boy suffered a

broken ankle and Mrs. Perry an injured hip, a cut under her eye, and a laceration on her arm.

Thomas Horridge of DPM was also out a short time with a strained ligament caused from some unknown reason.

Considerable excitement was caused by Mr. Callahan of the Mid-West Machine Company who is here installing the beaters, when he reported his billfold, containing $120, was lost. The men in DPM and DPB were very busy looking for it but Mr. Banks found it in the pocket of a suit of clothes which Mr. Callahan had changed after coming to work.

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

William Richardson has returned to work after an enjoyable

Bill Wilson, Chicago Roofing Sales Manager, and his boys enjoying a day at Lake Michigan. From "top to bottom": Richard, Robert, William Junior, and William, Senior

trip down East.

Vincent Lestan spent his vacation touring Pennsylvania and West Virginia.

John Goonan and his family spent Labor Day in New York.

Edgar Ross took a week-end trip to Canada recently.

John Locke has returned from his vacation which was spent in New Hampshire.

Norah O'Malley, who had a birthday during the month of September, was given a party by the workers in DMK. Norah will wager now that lollypops *do* last longer than flowers.

With regret we said good-bye to Mary Polobuska who left us September 14 to enter the Boston City Hospital training school. On leaving she was presented with a white gold brooch and a silk umbrella by the workers in DMK.

DMK vacations this month have been as follows: Norah O'Malley, Hampton Beach; Helvi Lehtonen and Esther Olsen, Gloucester; Larry Doane, Barnstable; Nora Rafuse, Canada; and Ada Coughlin, day trips.

ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *L. M. Prat*

Among our vacationists this month we find the following:

H. A. Morgan, Office, at Philadelphia.

Kenneth Stuber reposed down Maine.

H. C. Jepson stayed in and around New York.

Edward Geraghty had the misfortune to be sick all week.

James Lowe roamed about New York State.

James Quinn rested at home.

George Smith, Office, took day trips.

Richard Stoddard has been fixing up his new house on Oak Street, Walpole.

Charles Casey has returned to FBX.

Sterling Douglas is welcomed as a new man in the Laboratory.

Harold Miller of FBE, Electrical Department, has left Bird & Son to enter business for himself in Stoughton.

William Sebel has moved to 18 Sturtevant Avenue, Norwood.

Harold Mattson was married September 1 and now lives on Revere Street, Canton.

Joseph Akunevich was married September 14 and has made his home on St. Peter's Avenue, Norwood.

We are glad to welcome the following new men to the Finishing Department: Paul Kupovicz, Martin Scampini, Ralph Hendrickson, Joseph Nardelli, transferred from Fibre Case Department and Michael Vitsocia from Corrugated.

We welcome Edmund Wenstrom, a transfer from Flooring plant.

Timothy Dowling has been promoted to watchman.

We are pleased to report that L. M. Pratt of the office is doing well, and has so far recovered from his illness as to promise us a visit in the near future.

Alden Boothby, who has left Bird & Son to go with the Improved Risks Mutual Insurance Company of Boston, carried with him the best regards of everyone. When he left he was presented with a leather travelling bag to use on his new job which will keep him on the road most of the time.

Nelson C. Bartlett has returned to work after his honeymoon trip to Canada. He was married in Attleboro on Saturday, September 7 to Miss Helen Stuntzner of that town. Mr. and Mrs. Bartlett will make their home at 93 Elliot Street, Norwood.

Howard Everett's daughter is now a student at the Seminary in Northfield, Mass.

Paul DeLarriaro is the proud father of a baby boy. Paul says he is a great yodler, but at the wrong times.

Guisti Calderoni was operated on recently at the Norwood Hospital, and we hope to have him back with us within a short time.

John Matera has returned from Italy where he was married, and is now working on No. 1 Machine.

Andrew Onichunk, formerly of No. 1 Machine has left the employ of Bird & Son and is connected with the Polish Co-operative Store of South Norwood.

Walter Karkota is now back with us after a long siege of sickness, and is working with Michael Michenzie on No. 8 Paint Machine.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

O. B. Schreen has joined the Hamilton Park Tennis Club.

Joe Hooks, who has been with Bird & Son for over five years, left September 1 to take advantage of a better opportunity. Mr. Paul Farmer, formerly of the Shipping Department, has taken Joe's place on the order job.

Miss Moore was shown all through the C. C. James Roofing Co. plant at Grand Rapids on a recent visit there.

Another Tennis Tournament will be held between employees of the Flooring and Roofing Divisions at Chicago on Saturday, September 21. Prizes will be awarded to the

winners and, of course, the Roofing Division is expected to cop most of them.

We were highly honored and pleased to have had as our visitor recently, Mr. G. R. Wyman of East Walpole, Vice-President of Bird & Son, inc.

No. 2 Machine recently beat their record on Special Hex when they ran 217 squares per hour.

Mr. Hird attended a meeting of the Asphalt Roofing Institute at Montreal during the week of September 8.

Harold Altman, Herman Pollock, and Hordon Wikelund played the Golfmoor Course on Tuesday, September 10. They reported they broke 70 and later broke the news that they had only played 9 holes.

"Bill" Wilson spent a few days in the Michigan Territory with Glen Hall.

"Duke" Perrizo and Al. Dobbins attended the St. Joseph County Fair at Centerville, Mich., where Frank S. Knapp & Son of Three Rivers had a very attractive exhibit of Bird Roofs and Art Bric Siding.

himself a wife—this, last April. The girl friend's name is still unknown, but it starts with Paula, and we know she comes from Melrose. Congratulations!

Patsy Sansone of Rug Border has returned from a week's vacation spent improving his attractive house.

John Healy of Undercoat has been beaming with smiles for the past few weeks. We wondered what it was all about until marriage intentions of the aforementioned Healy and Miss Edith Hession were observed in the Norwood Messenger. They were married September 18 and after a honeymoon trip to Washington, will reside at 15 Rock Hill Street.

Members of the Rug Border Department were bewildered to see Carl Brennan return safely from two weeks in Canada. His car was still with him despite rumors that it had refused to work during a "test flight" just previous to his starting on his vacation.

Lester Evans says that George Johnson certainly knows the towns to stop at when on a vacation.

Lloyd Smith, Undercoat Department, surprised us all when

Mr. and Mrs. W. .K. Smith of Chicago who celebrated their golden wedding anniversary on the 20th of last August

FLOORING PLANT AND OFFICE

Norwood, Mass., Plant

Leon Wilson *Lester Evans*
Tom Rogers *Lawrence Gammell* *Leo Haggarty*

Carl Gustafson, formerly with the New York, New Haven and Hartford R.R. is now working in the store room.

Christmas is coming—Elliot Webber has given up going to Fall River.

William Wosner the Floor Covering Chicken Fancier is taking in all the Fairs.

Francis Rose of the Block Room wonders why golf is so popular. Everyone wanted to borrow his clubs, but as he had left his balls at home no one played.

Scotch golf (croquet) is now being enjoyed by Herbert Jepson. Genuine golf balls get lost too easily and are expensive to replace.

We are all aware that a Vacation Picture contest has just ended, but it is also interesting to report that a mustache contest is also in full swing among several Flooring workers. Any one who wishes to enter this contest should consult Ira Treen, Machine shop. The prizes as yet have been kept a secret.

Another mystery of several months' duration has at last been elucidated. Sidney Taylor of Holyoke, Norwood, Maine and Melrose has tossed aside his bachelor togs and taken unto he returned from his vacation in Canada a married man. Marjorie Jostin of Norwood is the lucky girl. Just previous to his vacation he purchased one of these popular 65-mile per hour, four-cylinder, all steel, wire wheel universal roadsters, otherwise known as a Ford, to supplant the Hudson which stayed at home at rest. Carl Hertzberg, by the way, says that's all the Hudson does anyway!

Gus Hagman wants to sell his new Chevrolet so as to keep up expenses on his Stutz.

Elliot Webber must have joined some ancient order, anyway, we notice he has been branded with the emblem of the roaring Bengal Tiger.

Francis Sheehan has at last allowed us to gaze on his new Ford. He drives to work now on nice days.

Something must be wrong with Peter Alexander, Shipping Department. He has had no poetic inspirations for quite a long time.

The removal of Frank Sutherland's tonsils, it has been divulged, was not to benefit his oratorical ability or his golf, but to create more space for the gymnastic activities of his Adam's apple.

Francis Sheehan recently enjoyed two weeks' vacation studying the scenic beauty of Norwood—from his front porch.

Clyde Bennett recently suffered a severe fracture of his foot, caused by the dropping of a heavy roll.

We welcome Reid S. Appleby from Bates College who is training for salesmanship in the Finishing Department.

CHICAGO OFFICE

B. F. Wittleder *B. H. Rohr*

Fred Jakel, one of the "go gettem" Neponset boys, certainly believes that advertising begins at home. He has just moved into his new house and it as well as the garage has a Neponset roof. The garage is constructed of Bird Art Bric Siding.

He expects to have Bird Tile Flooring in his kitchen a little later.

J. M. Mann's sixteen-year-old daughter expects to give Helen Wills some competition. At least she is working hard along those lines and hopes to develop a good game.

B. W. Davis continues to cover the Washington-Oregon territory but has now joined forces with the Western Division.

Two men have come out from the Mill to take over terri-

Virginia Szukalla, Stenographer at the Chicago Flooring Plant

tories in the Middle West. E. A. Smith is now handling the accounts in Northern Illinois, formerly covered by J. F. McEndy. K. C. Baxter is covering Tom Creden's old territory in Western Michigan. We hope they will both like it here and do big things.

R. W. Westcott covered considerable territory on his trip to the Coast. Aside from the busy time he had in lining up the territories with the various men, he saw quite a bit of the scenic country out West. Judging from the snapshots he brought back there were some marvelous things to see.

Summer has just about spent itself and vacation is a thing of the past. The last of the office force to get the final touches of sun-tan was B. I. Hindmarsh and quite a few of the sweet young things. Michigan seems to be the popular place for Mr. Hindmarsh's vacations. Golf and swimming are the favourite pastimes around Gull Lake and Mr. Hindmarsh certainly should be on top of his game for the coming Golf Tournament between the Roofing and Flooring Divisions on the 21st.

Lillian Moe visited her sister in New York. She has become quite a golf enthusiast this summer and played most every day while she was away.

Chicago is quite a Summer Resort of itself and Mary Curran whiled away her vacation right here in the city.

Rita Dignan has made Canada two years in succession. Evidently it is not all scenery. However, there is no harm in drawing your own conclusion. At any rate, she reports having a wonderful time.

Florence Wittleder had visions of bringing home a tennis cup from St. Paul only to find out after reaching there that the Minnesota Tournament for the first time barred all those who were not residents of the State.

After a strenuous Summer catching up on orders, Ida Mitchell took the rest cure at Lake Geneva.

Marie Lester was all prepared for her vacation this Summer as she did some indoor swimming during the Winter. She tried all the strokes at Cedar Lake, Indiana.

Mention has already been made about the Golf Tournament between the Roofing and Flooring Divisions. The men will have to step out and show some speed if they want to hold the honors for long, as a couple of the fair sex are going to show their wares at the same Meet. Lillian Moe and Mary Maloney are going out to win. At least they will do their utmost against Miss Ammerman and Mrs. Zimmer of the Roofing Division. Needless to say we expect to win but would like to see some close competition. In fact, a Bobby Jones in the Bird organization would create quite a sensation.

There is lots of excitement around Chicago in view of the coming World Series between the Athletics and the Cubs. The East might find some consolation in the fact that there are a few Athletics fans in the Chicago office. "How much will you bet" is now the pass word. Of course the ———? are going to win.

We all regretted very much to hear of the death of Mr. Keeler's father. He has the sincere sympathy of the entire organization.

W. K. and Mrs. Smith celebrated their golden wedding on August 20. W. K. admits modestly that this is a long time for two people to live together "in peace and harmony."

No one in the Chicago Floor Covering trade is any better loved or more highly respected than Mr. Smith. Bird & Son has been fortunate in having him as one of their Chicago representatives for six years.

Mr. Tyson won a Golf Tournament from a large field at the Annual Chicago Carpet Club Outing with low gross in Class A.

Visitors at our Plants during September

East Walpole Plant

Mr. and Mrs. H. J. Hendy of Sydney, Australia; Mr. Hendy is the operator of Paper Products Ltd. Sydney, a corrugated box factory in Australia, and in this work is closely associated with the brother of Mr. H. W. Bevan, with whose store in Sydney Bird & Son does business.

Mr. E. A. Leonard and brother A. G. Leonard, Jr. Mr. E. A. is the Secretary and Treasurer of the Lehon Co., Chicago, makers of Mule-Hide Roofing. Mr. A. G. Leonard is connected with the Orenda Corporation makers of Felt for the Lehon Company.

Mr. Edward L. Fisher, a Bird & Son worker some twenty years ago, who is now Superintendent of the Roofing Factory of the Texas Company at Port Neches, Texas. Mr. Fisher was warmly welcomed by his old associates and spent a pleasant day renewing acquaintances.

Mr. B. M. Walpole and Son, National Gas Furnace Co., Providence, R. I.

Mr. J. Frank Maguire, the Congoleum Nairn Company, Kearney, N. J.

Chicago Roofing Division

Messrs. M. K. Gable, H. Anderson, and C. W. McConnell of the Ferguson Lumber Co., Ft. Smith, Ark.

Mr. Frey of Frey Brothers Lumber Co., Michigan City, Ind.

Mr. G. R. Wyman, Vice-President, Bird & Son, inc., East Walpole.

R. D. Peterson, Southern Sales Manager, New Orleans, La.

Mr. Commons of Commons Lumber Co., Richmond, Ind.

A. M. Dobbins, Michigan Salesman, and Mr. W. J. Miller of Buchannan, Mich.

Mr. Will Hinman of Hinman Brothers, Inc., Lincoln, Nebr.

Mrs. Jules Law and Mrs. Lawrence Harless, two former Bird & Son employees, who live in Chicago.

Mr. Perry Wilson, Mountain States Roofing Co., Pueblo, Colo.

Earle Clark, East Walpole, formerly with the Chicago Office.

Mrs. Webber, Mountain States Roofing Company, Denver, Colo.

PREPARATION IS FIRE'S GREATEST ENEMY

IT has often been said that the first five minutes at a fire are worth more than the next five hours. Here is part of a story told on the back of the August page of the Safety Calendar which was given you this year.

Not long ago a guest in a handsome country house was awakened by the cry of fire. He ran into the hall and saw that the partition had begun to blaze as the result of an overheated furnace pipe. It was a very small blaze; but the foolish people had no extinguisher and no pails of water at hand. Some one rushed into the bathroom, but found that there had been an accident to the water pipes. In the end the house was burned to the ground.

I have not told all the story in detail, and you may well ask what all this has to do with fire prevention. In my opinion it has much to do with it, for it shows clearly the lack of proper prevention.

Bird & Son is not as badly off as the family in the story just told: we have plenty of fire extinguishers, fire pails, fire pumps, and a sprinkler system. But do we all know where these safety devices are, do we know how to use them, and do we at all times take good care to have them ready for instant use? We don't want our sprinkler system to be like the bathroom pipes which were out of order. A sprinkler system without water is like an electric wire without any "juice."

Whenever you use a fire extinguisher or a fire pail be sure that YOU see that it is refilled before returned to its place on the wall; and if ever you have occasion to shut off any part of the sprinkler system for repairs, or for any other reason, be sure that the water is turned on again when your job is finished.

By constantly watching our fire-fighting equipment and by practicing at all times "good housekeeping," you and I can do our part toward Fire Prevention.

Frank W. Fisher, Fire and Safety Inspector.

ORGANIZED FOR YOUR SAFETY

WHAT'S all this Safety and Fire-prevention business about, anyway? That question frequently comes to the ears of those engaged in Safety and Fire-prevention work.

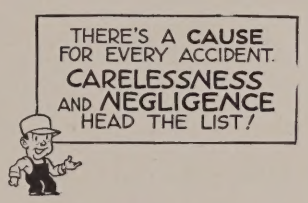
The company talks about Safety because it does not want its men to get hurt. Bird & Son is human. It has no desire to have its workers suffering painful injuries and loss of pay. An undue number of accidents cuts into profits, raises insurance rates, makes hiring and training of new men necessary, entails loss of production while machines are down and brings losses when material is damaged by new men just learning.

Furthermore Bird & Son wants to be known as a safe place in which to work. Such a reputation attracts the right type of workman.

Most of all, however, Bird & Son talks Safety to help the other fellow. The company makes every practical effort to guard machinery and to warn workers of danger. It pounds and preaches constantly on the gospel of safe working. Why? It is trying to reach the man who hasn't been hurt—who is careless, thinking he can get away with unsafe practices; it is trying also to teach the man who doesn't know, who blunders into a painful injury when he does his work the wrong way; it is appealing to the experienced and careful worker, to the superintendents and foremen, to watch out for the other fellow, to follow the universal teaching: "Thou shalt be thy brothers' keeper."

To best combat "Old Man Accident" and to spread the gospel of Safety, Bird & Son have organized as follows:

The superintendent of each plant is chairman of a local safety committee for his mill. Members of this committee are appointed for a period of six months. Meetings are held once a month.



Each member is expected to talk freely about how the plant can be operated more safely. Numerous suggestions are made and later acted upon if it seems practical to all.

There are six local safety committees here at the eastern mills. Paper Mill and Engineering, No. 1 Box Shop, No. 2 Box Shop, Norwood Roofing Plant, Flooring Plant and the Phillipsdale Mill. Chicago has a similar committee.

As a next step the various Superintendents, Managers, Fire and Safety Inspector go to make up a committee of fifteen members known as the Central Safety Committee. This committee meets after all local safety meetings have taken place—the third Thursday of each month. All sorts of questions dealing with Plant Safety are discussed. Matters referred by the local safety committee are passed upon. The Safety Inspector's recommendations are heard.

With this organization line-up, every employee of Bird & Son has a chance to make a safety suggestion and get it heard. The Management are sold 100% on Safety. And every worker should be.

To make this certain, we have Safety Publicity. There are *Review* articles, monthly accident records, Safety News and posters, appearing during the month as additional reminders of Safety.

BIRD & SON PLACES SECOND IN SECOND HALF SCHEDULE

IN the final rating of the second half of the Industrial League schedule Bird & Son placed second with Hyde Park first. As Norwood won first place in the first half schedule, Norwood and Hyde Park are now playing off for the championship of the season.

To date each team has won two games, and the deciding game is yet to be played.

Each member of the Bird & Son team at the end of this season is receiving a gray suede jacket, trimmed with green. A blocked B, in white, is on the left hand pocket of each jacket. These have already been ordered, and will probably be given to the members of the team before this issue is published.

Those who are receiving jackets are as follows: F. H. White, W. P. Fitzgerald, E. W. Oakes, R. M. Graney, L. W. Smelstor, F. O. Vietze, J. M. Smith, E. A. Smith, J. J. Bradley, J. P. Dixon, D. E. Bowles, John Eppich, Lewis Walter, John DeCosta, C. B. Arthur, W. F. Geary, Manager, H. L. Badger, Business Manager.

SOCCER NOTES

BIRD & SON Soccer Team has entered into its 1929–30 schedule of the Boston and District League with a will to win.

The first game, on September 7, saw the strongest team that has yet worn the local colors defeat the new Stoughton Town team at Stoughton by 4 to 0. On September 21 we opened our home schedule, playing against the strongest aggregation in the Southern Division and were only robbed of a victory in the last moment by a referee's decision which resulted in tying the score with Clan McGregor of Quincy, 3 to 3.

New players this season include: George Bullock, James "Flash" Davidson, Harry and Herbert Sansone, Leonard Schofield, all from Quincy. Added to these is our new center forward James "Red" Scholler from Scotland, now on No. 5 Paper Machine.

With the old members receiving such new strength, big things are expected this year. At present Bird & Son and Clan McGregor head this Division. To date the goal scorers are "Red" Scholler, 4; "Flash" Davidson, 1; Jack Smith, 2.

In the Southern Division are five teams from local towns and the schedule of Bird & Son games with the other four is as follows:

September 28: Clan McLeod at Hyde Park.
October 5: Lusitania Recreation at East Walpole.
October 19: Stoughton at East Walpole.
October 26: Clan McGregor at Quincy.
November 2: Clan McLeod at East Walpole.
November 9: Lusitania Recreation at Cambridge.

NO. 1 BOX SHOP WINS SWEATERS

SWEATERS of brown heather have been awarded to the members of the No. 1 Box Shop team, who won the Departmental League in Baseball.

In addition to this the department has received a Trophy presented by Stall and Dean, athletic outfitters. The Trophy pictures a man at bat, and underneath is the inscription: "Bird and Son Departmental League. No. 1 Box Shop, Champions, 1929. Presented by Stall and Dean."

Those who received the sweaters are as follows: G. F. Barry, W. P. Fitzgerald, E. H. Heikkila, M. B. Lee, H. W. Lewis, J. L. Locke, Everett Readel, R. G. Sprague, Patrick Sylvester, R. L. Tupper, R. L. Watson, F. H. White.

EAST WALPOLE TENNIS CLUB

TWO more matches remain to be played in the East Walpole Tennis Club Tournament; one semi-final match and the final play-off deciding the winner of the season.

The two matches in the second round not played last month were both defaulted. C. D. Hurtt defaulted to T. G. Wright and H. L. Barker to Donald Kirkpatrick.

Third round wins were as follows:

Carl Clem vs. Thomas Wright; won by Clem, 6–0, 6–2.
J. J. Bradley vs. Frank Reynolds; won by Reynolds, 4–6, 6–1, 6–4.
Frank Clem vs. Kirkpatrick; won by Frank Clem, 6–4, 4–6, 6–4.
Edgar Tarr vs. Peter Clem; won by Tarr, 6–4, 6–4.

The one semi-final match played resulted as follows:

Carl Clem vs. Frank Reynolds; won by Clem 6–1, 10–8.

ACKNOWLEDGMENTS

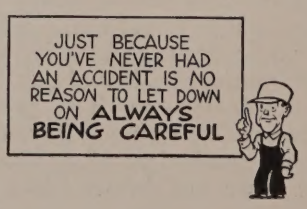
We wish to take this opportunity to thank the men at the Roofing Mill, and Mr. Bartlett's former associates at the Main Mill, for the beautiful lamp and table which we received as wedding gifts.

Mr. and Mrs. Nelson E. Bartlett.

I wish to express my thanks to Bird & Son for their kind expressions of sympathy during my recent bereavement.

James Blessing, DP.

NO–ACCIDENT and FIRE–PREVENTION WEEK
October 6 to 12, inclusive.
WORK SAFELY.



BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt — American Twins Thick Butt — NEPONSET Double Twins
American Double Twins — Super Twins — Hex-Twins — Lock-Butt — Individuals
Super Twins (Thick Butt) — Giant Individuals — Custom Made

BIRD Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced
American Ready — Old Reliable — Economy

BIRD Building Papers

NEPONSET Black — Saturated and Coated — American — Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White — American Board

BIRD Specialties

Asphalt Felt — Paroid Built-up Roof — BIRD Deadening Felt
Plastic Cement — Roof Coating
BIRD Insulating Board — Art-Bric Siding

Flooring Division

BIRD Rugs — BIRD Floor Coverings — BIRD Tile Flooring
BIRD Rug Border — BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases — BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots — Tack and Screw Boxes
Flower Pot Covers

Paper Division

Shot Shell Cartridge and Wad Papers — Rocket Paper — Buff Socket Paper — Torch Paper
Bird Wadding — Standard Index Cardboard — Felt Papers for Special Purposes — Paper Mulch

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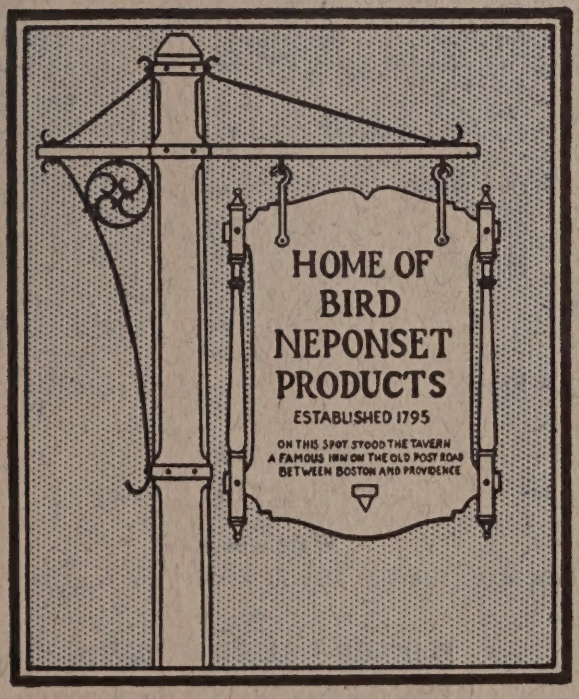
BIRD & SON, inc. — **Established 1795** — **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG U S
MARK
PAT OFF
WATER PROOF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole. Mass.



VOL. XVII NO. 11 NOVEMBER 1929

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plant
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Paper Sales Division
Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales Division
Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales Division
Manager, C. H. ANDREWS

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research
Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Flooring Div., J. E. GRAHAM
Chief Box Div., J. B. MAGUIRE

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, S. W. GLADDING

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
anufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT

Branch Offices

Boston, New York, Chicago

Warehouses

ALBUQUERQUE, BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL

BIRD'S NEPONSET REVIEW

Vol. XVII *November 1929* No. 11

THE LETTER THAT YOU WRITE

HOW THE SERVICE DEPARTMENTS HANDLE BIRD & SON'S CORRESPONDENCE

THERE is a lot to the writing of a letter—especially when it is a business letter sent out from some department of Bird & Son, inc. And when you learn that, besides the relatively few letters you dictate each day, there are some forty-five thousand pieces of mail sent out every month, you realize why it is that a service department of nearly thirty persons is kept busy twelve months in the year.

The Stenographic Department. Ten thousand letters a month don't make them blue. Back Row: Nellie Shergals, Veronica Sienkiewicz, Margaret Costello, Dorothy Hartig, Helena White, Ethel Stock, Alice Conley. Front Row: Mary Stone, Ida Milesky, Eleanor Whitehead, Veronica Markarevich, Congetta Civale. (Not present: Julia Lynch, Ida O' Kane, Gertrude Meyer)

Two main types of letters are sent out by every large company—personal letters, dictated either to a stenographer or over a Dictaphone, and processed or form letters of which there may be thousands of copies exactly alike. The letters dictated over the Dictaphone go through the most interesting process and include nearly all of the important correspondence of the company.

Several times a day messenger girls collect the Dictaphone records from the various departments and carry them to the Stenographic Department. The messenger service at present is hourly in all the offices, and very shortly it is hoped to increase it so that the trips will be much more frequent. These messengers carry mail and memorandums from one department to another and collect the Dictaphone records as often as necessary.

As far as possible the force of Stenographers is divided into departments, the same typists always doing letters from the same departments. Thus, as soon as the records reach this room they are sorted by departments and each letter takes its turn, except those which are marked "special rush" and get special attention. Listening over a

Dictaphone and then typing up a letter, correct in spelling, punctuation and phrasing, is not the easiest job in the world, but the fourteen girls of this department turn out letters of this sort at the rate of ten thousand a month. Approximately one thousand dictaphone records are used to dictate these letters. As soon as the typing is finished, the letters are sent back to the departments from which they came, and there signed by those who wrote them. Then a second time they are put in the messenger service, and taken to

If you want to say a thing a thousand times these girls will say it for you on the Duplicating Machines. Back Row: Margaret Sheehan, Ellen Gronroos, Mary Blazonis. Front Row: Mary Catalano, Ruth Milliken, Catherine Mahoney, Sophie Ceglarski

the mail room. Here they go through the sealing and stamping machine, the final process which prepares them for the post office. The stacks of letters which are constantly either going out of or coming into the mail room pass through the hands of Miss Ethel Duncan and her assistants, and remind one of a perpetual Christmas rush. Each month about twenty thousand letters are received and over forty-five thousand sent out.

In the addressograph and multigraph department all the form letters, notices and advertising flyers are printed. Three grades of printing are done in this department. The cheapest is the gelatine blanket or "ditto" machine, which will reprint about fifty copies clearly. The mimeograph, which calls for a stencil, will do about fifteen hundred copies, and the multigraph, which can be set up with almost any sort of type, will print indefinitely at the rate of six thousand copies an hour. With this multigraph Miss Catherine Mahoney and her assistants print most of the important business forms, and one of the largest of these jobs is the printing of processed letters for Bird dealers. In the course of a year a million and a half such illustrated letters, bearing the letter-heads of different dealers, are printed, and after being printed are folded and put in addressed and stamped envelopes ready for the dealers to mail. The addressing of the thousands of envelopes is done by the girls in the Stenographic Department, in addition to their regular Dictaphone work. The mimeograph and the "ditto" machine are in the Stenographic Department, but the multigraph and the addressograph are located in the No. 2 Box Shop, diagonally across from the pay-roll department. Altogether about seven girls work on the processed printing. In complete charge of the Stenographic Department, the Mail Room, and the Duplicating machines is Miss Helena G. White.

Another department, too often slighted as a service department and not often recognized as directly connected with letter-writing, is the Files. Here is kept a copy of each letter received and written, and here too are copies of all the shipping sheets. The Sales departments especially are constantly referring to this department for information about dealers and orders. Mrs. Anne L. Wilson and her two assistants handle daily in this department between sixteen and eighteen hundred sheets, including letters, memorandums and shipping sheets.

Besides the regular daily routine of the service department, it does other favors for the office. In the case of sickness or vacations, which leave an office short of help, the service department sends a substitute from its ranks to fill in the vacancy. Typewriters all over the plant are constantly in need of cleaning and repairing, and to keep them in good condition, a young man from the service department spends two or three hours each day checking up on these machines and cleaning and repairing those that need it.

Under the head of "service" also come two other departments—the janitor service and the telephone office. The janitors have the none-too-pleasant job of cleaning and preparing the office for the next day's work, and Mr. Graves, who works during the day has the additional care of the grounds. The fine job he has done the past summer in keeping the lawns and shrubbery

Members of the Files, the Mail Room and the Messenger Service: Back Row, Ethel Duncan, Mary McDonough, Anne Wilson. Front Row, Michael Laskey, Dorothy McEleney, Ann White, Margaret Crane, Katherine Kane

looking well even through the dry season has brought many compliments. In the telephone office three operators are at work all day long on one of the busiest jobs in the plant. They handle thousands of calls a day and still keep their temper and sanity. Where the average city operator completes about 175 calls an hour, our local operators can handle as many as 225. Probably no other work in the office calls for so much concentration, courtesy and cool-headedness.

But the telephone department and the janitor service really have no connection with the writing of business letters. Every other service department has more or less to do with letter-writing, and it is only through their efficient functioning that the large amount of business correspondence is carried on quickly and successfully. The stenographers do the personal-letter writing, the processed letters are done by those on the various duplicating machines, those in the Files keep track of the correspondence and store up information for future use, and linking all the sections of the service department together are the five messenger girls who collect and distribute the mail to every department in the office.

Keeping others happy, as well as themselves, is the job of those in the Service department, and often times it is anything but easy. Considering the vast amount of work, and the efficiency with which it is done, we can well be proud of those whose daily motto is: "At Your Service."

SUGGESTIONS

THE following suggestions were accepted at the meeting held on October 2:

Class 2:

New method of packing Lux fifty pieces	A. J. Duncan, Jr., FXN
Use of screens on DMPM4	Joseph Knaus, DMP
Marking rolls of tube paper	Louis Maida, DFF
Print and cut building and roofing wrappers in FXR	Arsene Marchand, FXR

Since July, three girls have had suggestions accepted, proving that men don't have all the brains! Left to right, Mary Gziboski, Phyllis Polumbo, and Ethel Karshis

Sleeves on rollers of FXRM26	Arsene Marchand, FXR
New method for checking and tallying cars	W. F. Murphy, FBV

Class 3:

String guides on lid rotary	Byard Bennett, FXR
Extension of crane track	W. F. Bishop, FBP
Loaded coating on No. 7 machine	John Caulfield, FBM
Label on lining felt	John Connolly, FFV
Change color on covers for green blende shingles	Walter Cyr, FBF
Change rolls on FXRM13	Ernest Field, FXR

Six men from the Shoe Cartons Department of No. 2 Box Shop had suggestions accepted this month. Here they are: Back Row, Byard Bennett, Arsene Marchand, Guy Hoyt. Front Row, Thomas Finn, Ernest Field, Sidney Stather. Marchand had two accepted in Class 2, and Field and Stather had two apiece in Class 3

Rack for finishers' wrappers in FXR	Ernest Field, FXR
Arrangement to make die visible	Thomas Finn, FXR
Girl to stencil protection pieces in FXG	J. H. Ginley, FXG
Operation of taping machines	Mary Gziboski, FXG
Handling of time for men temporarily transferred	H. A. Hart, Jr., FXD
Slot on automatic guides	Robert Hood, EMM
Ductor on roll under FXRM34	Guy Hoyt, FXR
Hook on inside of shipping door	John Hurley, FBV
Handle on DM5 door	Harold Lovell, FXF
Worm gear and handle	Louis Maida, DFF
Door in end of lining chest	Herman Nordstrom, DMP
Filter for water going into vickery cleaners	Herman Nordstrom, DMP
Rewinder for paper roll on PH recorder	Frank W. Nyborn, PML
Relocate fire extinguishers	William Pratt, FFR
Galvanized iron deflector at No. 5 machine pit	Oreste Saraca, DMB
Water scrapers on FBPM1	Ralph Simmons, FBP
Change steam pipes on rotaries	Sidney Stather, FXR
Protect chain near die	Sidney Stather, FXR
Boxes for rope	Bruno Stravinsky, FXF
Method of emptying screens	James Trenholm, DMP
Stop on door	Thomas V. Wynne, DPM
Saving of flexible tubing	Thomas V. Wynne, DPM

NEPONSET CREDIT UNION
ANNUAL MEETING

The Sixteenth Annual Meeting of the Neponset Credit Union will be held in the lunch room, near the East Walpole Brigade Room, on Wednesday, November 13, at 4:45. All members are requested to attend.

HOME VS. FACTORY SAFETY

OLD Man Accident gets the bum's rush at up-to-date factories, but he gets many a handout at the homes. These "handouts" include 24,000 accidental and at least 2,000,000 injuries that leave the victim unable to work for a day or more.

One Detroit automobile plant with nearly 6,000 employees recently operated 42 days without

a lost-time accident, and other factories in different industries have made equally good records. To get an idea of what this means, compare such a plant with a town of similar size. In any town of 5,000 it is an unusual month when the local doctors are not called upon to treat one or more cases of broken bones, serious burns or scalds and infections resulting from accidents in or around the homes.

There are no punch presses or circular saws in the home and there are no heavy castings to handle. But there are sharp knives, hot stoves, boiling water, shaky stepladders and equally dangerous substitutes, and electrical appliances in varying conditions. In the winter there are slippery steps and sidewalks. But few people think these are dangerous. Family doctors could tell a different story.

The home needs a lot more safety supervision than it usually gets. The housewife must look after it during the daytime but she needs help and direction from the man of the house. By applying at home what you learn at work you can keep Old Man Accident from getting a handout at your door.

SECOND SERIES OF UNIVERSAL SAFETY BROADCASTS BEGAN OCTOBER 22.

BEGINNING Tuesday evening, October 22, at 7:15 P. M. eastern standard time, the National Safety Council in co-operation with the National Broadcasting Co. broadcast the first of the second series of 13 successive weekly radio addresses on "Universal Safety." Many noted and widely known leaders will speak.

Miss Jane Addams, Hull House, Chicago, spoke the opening night on the subject—"Safety in the Home."

Do not miss these broadcasts. They are short—only fifteen minutes each—but they carry a vital message. Remember the time: Tuesday evenings at 7:15 from your local N. B. C. Broadcasting station.

READ AND MEMORIZE

IF motor drivers and pedestrians will both get and keep clearly in mind the important facts emphasized in this article, many accidents will undoubtedly be avoided.

If an object suddenly crosses your path fifty feet ahead from where you are sitting at the wheel and you are traveling thirty miles per hour, you have only one second in which to act to avoid an accident, and only half a second if the object is only twenty-five feet away.

Note carefully distance your car travels in one second at:

15 miles per hour	22 ft.
20 miles per hour	29 ft.
25 miles per hour	36 ft.
30 miles per hour	44 ft.
35 miles per hour	51 ft.
40 miles per hour	58 ft.
45 miles per hour	66 ft.

Can you with a fair degree of accuracy guess fifty feet on a roadway? If not, you will find a little experimenting both interesting and helpful.

If you cease thinking in terms of miles and hours, and think in terms of feet and seconds, you are bound to be a careful driver.

You may be able to stop your car within a distance of 44 feet, but remember you have only one second in which to do it if you are traveling at 30 miles per hour.

This is the most important of all facts to be borne in mind, particularly at street intersections, if you are to avoid accidents.

The Round Robin.

VISITORS AT THE PLANT DURING OCTOBER

HEADING the list of visitors for October is the group of nineteen members of the Sanitary Engineering Division of the American Society of Civil Engineers who visited Bird & Son on October 10. This National Society, which numbers about 600 members, held its annual convention in Boston during the week of October 7, with the Statler Hotel as its headquarters.

The Sanitary Engineers' Division of the American Society of Civil Engineers, together with Mr. G. R. Wyman, S. B. Montgomery and S. W. Smith, who welcomed them as visitors at the plant on October 10th

The Society is sub-divided into several divisions, according to the type of work done by the engineers. Most of these divisions held meetings, but the group of Sanitary Engineers spent a day on a tour of inspection. Plants they visited in this vicinity included Hollingsworth & Vose Company, Winslow Brothers and Smith, and Bird & Son, inc.

The party was headed up by Mr. Almon L. Fales of Metcalf & Eddy, and we were delighted to welcome among the visitors Mr. Edward Wright, Sanitary Engineer from the Massachusetts State Department of Public Health, and Mr. George L. Bogren, Sanitary Engineer, of Weston & Sampson.

The visitors were greeted by our Vice-President, George R. Wyman, who was accompanied by S. B. Montgomery and S. W. Smith. We print below a list of those who visited here. Their picture also appears in this issue.

Russell Suter, Executive Engineer, N. Y. State Water Power & Control Commission, Albany, N. Y.

Robert Cramm, Chief Engineer, Sewerage Commission, Milwaukee, Wis.

W. T. Knowlton, City Sanitary Engineer, Los Angeles, Cal.

James L. Ferebee, Supt. of Public Works, West Allis, Wis.

Prof. W. J. Alcott, 15 Russell St., Melrose, Mass. (Northeastern University.)

Isador W. Mendelsohn, Assoc. San. Engr., U. S. P. H. S., Room 502, 45 Broadway, New York City, N. Y.

L. G. Williams, Assist. Engr., Pearse, Greeley & Hansen, 6 North Michigan Ave., Chicago, Ill.

Kenneth Allen, Sanitary Engineer, Board of Estimate & Apportionment, 2700 Municipal Bldg., New York City, N. Y.

George L. Brogen, Sanitary Engineer, Weston & Sampson, 14 Beacon St., Boston, Mass.

R. R. Althouse, 793 Lyons Ave., Irvington, N. Y.

Edward Wright, Assist. Engr., State Dept. of Public Health, State House, Boston, Mass.

J. J. Mieldazis, B. S. C. E., International Health Div., The Rockefeller Foundation, 61 Broadway, New York City, N. Y.

E. D. Barstow, Consulting Engineer, 321 Ohio Bldg., Akron, Ohio.

Frank W. Gilcreas, Chemist, Weston & Sampson, 14 Beacon St., Boston, Mass.

W. W. Sanderson, Assist. Chemist, Metcalf & Eddy, 1300 Statler Bldg., Boston, Mass.

W. S. Little, Assist. Engr., State Dept. of Public Health, State House, Boston, Mass.

H. R. Buck, Consulting Engr., 60 Prospect St., Hartford, Conn.

J. F. Jackson, Consulting Engineer, Chamber of Commerce Building, New Haven, Conn.

A. L. Fales, Consulting Engineer, Metcalf & Eddy, 1300 Statler Building, Boston, Mass.

OUR FIRST FATAL ACCIDENT IN OVER TWELVE YEARS

ON October 4 the entire mill was thrown into consternation when Biagio Lippolis, Main Mill mason, was fatally injured. He and Andrew Hazlett, under the direction of Jack Smith, foreman, were removing a heavy iron frame casting in No. 4 paper machine basement. As this casting was attached to an I-beam above and imbedded in the cement floor, it was necessary to cut away the cement at its base. A chain falls was rigged to the I-beam and the proper hitch made about the casting. This was done under Mr. Smith's supervision. About this time he was called to another job and before leaving he told Lippolis that the hitch was just right, but to enlarge the hole a little more at its base, and that he would return in a few minutes.

Being left in charge, Lippolis cut away more concrete, then took it upon himself to raise the hitch to nearly the top of the casting and to move the chain falls. He then took a bar and pried the heavy casting into the hole. Before he could get out of danger, the casting toppled and swung about, catching him between it and a brick pier. He was instantly killed, suffering a broken neck and a fractured skull.

This is the first fatal injury that has occurred in over twelve and one-half years and is most regrettable to the management and our Safety organization who together have made a remarkable safe working record. In order to show just what an enviable Safety record Bird & Son workers are achieving in the way of accident reduction, we have prepared the following schedule. Note the number of accidents and days lost for each year. Observe how lost-timers have lessened as our workers became more "Safety Minded."

LOST TIME ACCIDENT COMPARISON
1917–1929
East Walpole and Norwood Plants and Offices

	No. Accidents	Days Lost	Av. No. Employees
1917	155	*3686	1216
1918	122	2625	1249
1919	123	3211	1266
1920	124	1692	1439
1921	110	2574	1208
1922	129	1962	1303
1923	133	3314	1397
1924	131	2353	1481
1925	155	2534	1528
1926	101	3180	1542
1927	81	1802	1570
1928	35	933	1507
1929 10½ mos.	22		

*1 death—includes 1000 days.

Right now in view of what has occurred none of us feel very enthusiastic. Yet, we must carry on. There are still over two more months of 1929. Remember our slogan for this year "Safer than ever in 1929." If we are to make this true, everyone must get out and fight Old Man Accident. Don't let him get us on the run.

If you would win, you must give your best Safety effort every minute. You can't neglect the scratches nor can you fail to report unsafe places and practices. Don't fail to report all cuts and bruises to your foreman. It means that every man, every hour, must think and work safely. Don't take chances. Keep your mind on your work.

There is still time to better last year's Safety record, but IT'S UP TO YOU.

ABOUT THE PICTURES

TWO pictures which won second prizes in the *Review* Vacation Picture Contest, and which appear in this issue, are worth a word or two of comment.

The picture of Lewis Castle taken by Paul Kugel is of particular interest both because of its unusualness and because of the fact that Herbert W. Lewis, now working at the No. 1 Box Shop office, lives there.

The picture called "The Noon-Day Meal" taken by Frank Meyer needs an explanation to make it clear. Believe it or not, Mr. Meyer has a cat with a passion for corn on the cob. As soon as she is let out of the house, this cat will head for the nearest corn-field, climb a stalk, pick a good juicy ear and return to the house to eat it. She will then husk the ear herself, and, we suppose, butter and salt to suit the taste! The triumphant return from the corn-field is the picture which won second prize because of the unusual subject.

THE REVIEW RECEIVES A "THANK YOU"

Dear Editor,

Thank you for the "Picture Contest" check for my camping scene, "Two Unknown Birdites."

I have been swamped with inquiries as to who they are. I wouldn't dare announce the names in public, but will be pleased to answer each inquiry with a personal note. There may be some details in the picture I shall want to explain.

The insults and injuries that I have received from the "Two Unknown Birdites" have been pretty severe, but they were well worth the price.

Sincerely yours,
Sabina R. Costello.

Second Prizes in Annual Review Contest: Upper left, Honorable Mention Prize, "Amanoosic River, Webster Mountain in the Background," taken by Louise Percy of Roofing Sales. Upper center, groups, individuals or children: "Solomon in all His Glory," by Welthea Smith, Vice-President's office. Upper right, Water Scenes: "Bridal Veil Falls, Tuckerman's Ravine" by H. M. Newman, No. 1 Box Shop. Center, Miscellaneous: "The Noon-Day Meal" by Frank Meyer, Printing Department. Left center, Camping Scenes: "Up the Chute at Camp Kiwanis," by H. N. Mann, Experimental Engineer. Right center, Landscapes: "Cliff at Beaver Bay, Lake Superior," by Welthea Smith, Vice-Presidents' office. Bottom, At Home: "Lewis Castle" by Paul Kugel, No. 1 Box Shop.

BIRD'S
NEPONSET REVIEW

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Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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THOSE WHO WRITE OUR LETTERS

WE have written at some length on the front page about the departments that handle Bird & Son's heavy correspondence. Once we realize the vast amount of work which they handle each week and the efficiency with which they do it, we understand why it is that they are called "service" departments.

But it is because their work is so often taken for granted that they deserve especial mention. Their work must be always neat and always correct. It is their work which is sent out to all our correspondents, dealers and prospective customers. From these letters which they receive, our friends, and our competitors, gain their first impressions of Bird & Son.

A mistake may be made on the company's books, but it is found at the end of the month, or sooner, and is straight-way forgotten. Let a mistake be made in spelling, punctuation, or wording a letter, and it is there in black and white for anybody to read, once it has left the office.

Just as a football team advertises its college, so the appearance of the letters and forms sent out from the service departments advertise the company. Theirs is a far more important work than we often realize.

MONEY LENDERS

MONEY–LENDING, on a commercial basis, is always an expensive proposition for the man who does the borrowing, because the chief interest of the money-lender is not to lend money, but to make money for himself. An organization from which people may make small loans has recently opened an office in the town of Norwood, and it does not seem to differ much from other organizations of its kind.

Loans up to three hundred dollars may be made with security as follows: married men, the pledge of their furniture and signature of wife, or two co-makers; single men, two co-makers. The interest rate is three per cent a month of the unpaid balance, or thirty-six per cent a year, the maximum allowed by law.

This is just three times as expensive as unsecured Credit Union loans which are made at the rate of twelve per cent a year or one per cent a month on the unpaid balance; and it is six times as expensive as secured Credit Union loans which call for only one-half a per cent interest each month. To put the matter into figures, one hundred dollars borrowed from this association and paid back at the rate of ten dollars a month would cost in interest $16.50. Borrowed from the Credit Union, unsecured, for the same length of time, the interest would amount to only $5.04, and if security were given only $2.52.

To borrow three hundred dollars from the Credit Union at unsecured rates, paying back twenty-five dollars a month, costs $17.92; at secured rates, $8.96. To borrow under the same conditions from the commercial organization costs $58.50.

These high interest rates are not peculiar to any one loan office; similar figures might be given for practically all such organizations. The rate of interest on installment plan buying, although not so obvious, is nearly as large. Wherever there is buying on credit, or borrowing from commercial money-lenders, the interest charge is invariably a high one. The game in all business is to make as much money as possible, and loan organizations are no exception to the rule, however much they may try to make themselves appear in the light as helpful friends, ready to relieve you of financial embarrassment.

The inside story of the Credit Union is quite different. There are no enormous profits to be made, no salaries are paid by the Credit Union. Whatever profits are made all return to those who have invested their money in either shares or savings accounts; and for the reason that no large profits are made or desired, the rate of interest on loans is much lower than commercial organizations.

As we wrote recently, borrowing money is something that should be done only after careful consideration; but fully as important as knowing when to borrow and when not to is to know from whom to borrow. It is just as unwise to pay exhorbitant rates of interest as it is to borrow continually for unimportant things. Think twice before borrowing at all, and then think a third time and do your borrowing from the cheapest organization possible—your Neponset Credit Union.

HEALTH NOTES

HIGH BLOOD PRESSURE

Issued by the United States Public Health Service

IN a recent statement issued by the U. S. Public Health Service, considerable encouragement is given to persons having a high blood pressure if they will adopt proper treatment, which consists principally of a proper regimen. Any individual so afflicted who takes reasonable care of himself under the direction of his physician may usually expect many years of comfortable existence. And the importance of treatment is emphasized by the fact that the complications and conditions associated with high blood pressure, grouped as a single cause of death, lead the list of causes of death in our mortality statistics.

It is pointed out that every living person has blood pressure. A certain amount of pressure is necessary in order to make the blood flow through the circulatory vessels of the body.

An average blood pressure has been established by thousands of examinations made on normal persons. This average pressure varies according to age. However, perfectly healthy individuals may deviate from this average. It also shows marked variation in the same individual from hour to hour throughout the day. The upper limit of normal blood pressure for the average individual has been stated to be equal to his age in years plus 100.

The factors which influence blood pressure are many and varied. Exercise, excitement, and anger cause increased pressure, whereas nervous depression often causes the blood pressure to fall. Certain diseases, notably Bright's disease, various chronic infections, and chronic poisonings raise the blood pressure, while debilitating diseases, such as tuberculosis, are often associated with low blood pressure. Heredity is also a factor. Blood pressure depends partly upon the amount of elastic tissue in our arteries. Some families noted for their longevity constitute a group having especially good arteries. Other family groups are unfortunate enough to inherit and transmit poor arteries, that is, arteries which have too little elastic tissue in them. As age advances, thickening of the arteries inevitably occurs, and persons who have the best heritage in this respect have the best chances for old age. The popular statement that a man is as old as his arteries seems quite applicable.

Sometimes a certain amount of increased pressure is necessary, and in this case there is ground for optimism; but there are limits beyond which the rise may become dangerous in itself. This limit varies quite markedly with different persons, but it is generally considered that if the pressure can be kept below 200 the individual is relatively safe from dangerous developments due directly to the high blood pressure.

Treatment consists principally in a proper regimen, directed chiefly toward preventing the complications and relieving the symptoms. With the heart under increased strain, it is evident that rest constitutes the greatest protection for this organ. The amount of exercise should be decided upon by the family physician. Food is a factor in treatment; but it is now believed that a consideration of the quantity of food—a restriction in amount—rather than quality is of the greater importance. The giving of drugs is usually disappointing, but in emergencies they may be life saving.

Goodyear's dirigible visits East Walpole. It stayed long enough for the camera to get two or three "shots," even though a high wind did blow it by in a hurry

The person with a high blood pressure should not become a "high blood pressure fiend," constantly thinking, talking, and living his high blood pressure. He should adopt a cheerful frame of mind, shun too frequent estimations of the pressure, avoid physical and mental, particularly emotional, excesses, and get plenty of rest, and he may live happily with his blood pressure to a ripe old age.

STOP THOSE COLDS!

Are you dreading another siege of colds this winter? If so, why not try the vaccine remedy now being given by the Hospital. Free examinations will be given you by the doctor as follows: Main Mill, Mondays and Thursdays at 9:30 a. m.; Roofing Plant, Tuesdays at 9:30; Flooring Plant, Thursdays at 10:00 a. m.

"An ounce of prevention is worth a pound of cure."

Life insurance should be included in any definite scheme of purpose and progress. It provides for the hearth of existence a backlog of protection; an assurance that life's uncertainties are safeguarded.—Northern Trust Co. of Chicago.

Notes from Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Lynch*
Myrtle Mayshaw

The Roofing Sales department received the following memorandum from Van Hoy, southern salesman, following the September storm in Florida: "Storm did not do so much damage as usual. I was in Fort Lauderdale in the Broward Hotel when the tornado hit. Bird is lucky that they didn't have to send along a new salesman!"

There were reports of a local snowstorm on Friday, October 11th in front of the Brigade Room, but it proved to be just the Accounting department giving Joseph Erker their hearty blessings for his marriage on October 12. Best of luck, Joe.

James Mack of Stores Accounting spent a few days in New York City last week. How's sights, Jim?

Mr. and Mrs. T. P. Nugent who were married on Labor Day. Mrs. Nugent, who was formerly Jean Phelan, works in Box Sales

Mrs. May Harper resigned her position in Stores Accounting on the first of October in favor of washing dishes and sweeping floors—at least that's what housework usually means.

Helen O'Kane is helping out in the Statistical Department during a rush period.

Roy M. Springer of Cost Accounting has just returned from his vacation touring New York State.

Joe Erker claims the floor lamp given him by his fellow-workers is much better than certain presents he has been receiving through the mail!

Mr. Ronald M. Morrison of Santiago, Chile, was a recent visitor at the Mill representing our Chilean agents, Morrison & Company of New York City.

We are more than glad to welcome Stan Blackmer back to our department after a long illness.

Bertha Broadley spent a pleasant Columbus Day in New York.

George Dobler went home to Poughkeepsie, New York, for the holiday, although we doubt if his family saw much of him.

Art LeBlanc and Mr. Covert were in to see us recently.

We welcome A. F. Grant as a new correspondent in Roofing Sales.

A merry party of four young ladies went over to New York to celebrate Columbus Day—Helen E. Randall, Helen G Costello, Bertha Broadley and Catherine Geary. They went on the boat and made reservations to return the same way, but for some reason or other they landed in Boston on the train.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

Quite a few of the men attended the Brockton Fair on one of the days, but James Houlihan was seen there on *four* different evenings. Of course, there are plenty of reasons why a man should attend four times or more, if he wanted to, but just the same, Jim, we'd like to know what the real attraction was!

The boys on No. 5 machine have adopted two sleek black and white kittens which they found on the river bank recently.

Herman Nordstrom of No. 5 machine spent his vacation visiting old acquaintances. He claims one week is not long enough to find any new ones.

Vincent Grudinsky of No. 5 machine recently bought a new battery for his Ford, but it wouldn't move on a cold morning a short while ago. All he needs now, apparently, is a new car.

Keddy and Doderer: Lumbering done on a large scale. All kinds of trees cut down and carried to the saw mill. Reasonable prices on application.

David Egan of the Finishing Mill was in a hurry to dress one evening recently to go to Boston, and in his hurry,

Mr. and Mrs. V. E. Gronroos, one of 1929's couples. Mrs. Gronroos was formerly Ellen Koivu. She works now on the Duplicating Machines

put on one of his own shoes, a black Oxford, and one of his room-mates, a tan Oxford. To his surprise, when he reached Boston he found his shoes were different. He took out his handkerchief to rub up the black one, thinking he must have stepped in the mud, but the black shoe stayed black and the tan one tan.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

We are very glad to see Serafim Moreiro back at work again. Serafim has been out since a year ago last November and we guess he is mighty glad to be back too.

Two accepted suggestions from Phillipsdale were reported this month, both of them being handed in by Tommy Wynne.

Jimmie Blessing, Charlie Smith, Willie Banks, and George Inman, the tail-enders on the vacation list, are back again. We are all set now for another year.

Men with cars purchased recently are looking with longing eyes on the new employees' garage now being erected. The new addition will accommodate ten cars and every stall has been spoken for.

The other morning Joe Silvia came to work all excited. He said he woke up during the night and thought he heard the fire department outside trying to connect on to a hydrant. Joe put on his clothes and rushed outside thinking his house was on fire but found no one there. You'll have to lay off those cigars, Joe.

Manuel Neves has been winning a number of checker games lately and it has been rumored that he wants to challenge John Davis for the championship.

Jimmie Cicerelli has finally obliged John Davis by putting up a few posts and a gate on the land recently purchased by Jim.

Nikoles Sokol has been having a rather hard time of it at the Rhode Island Hospital. We wish him a speedy recovery and hope that he may be with us again soon.

Phillipsdale is again the center of an air circus which is being held October 18 and 19 at the Curtis Field nearby.

Of the card playing octet in our brigade room Charlie Denneny seems to take the prize. We have been told that as a card player he is a good man to sit on the bench. He will be all right when he gets more experience. Jack Walsh has been nominated as his partner.

Henry Phelps has joined the elite and now comes to work in a Chevrolet.

Herb Chamberlain and George Inman were among those visiting Brockton Fair this year. What is the world coming to when these fellows spend money like this?

Henry Gibb declared himself in the market for any old tire tubes which others have no use for. After working with him for half an hour one night in getting a tire on, Les Howard found that he only had half a tube in the shoe. Scotty thought this would be enough as he wasn't going very far.

William Murphy of the Roofing Safety Committee and the Safety sign at the entrance to the Roofing Plant. Signs similar to this were placed at the Flooring Plant and the East Walpole Mills during the National Safety and Fire-Prevention week

BOX FACTORIES
East Walpole, Mass.

Albert H. Hammond — *Charles H. Mutch*
Ernest Koebe — *Mary Driscoll*
Francis Donlan — *Florence Hertzberg*

Ernest Oakes, Cartridge Cutting baseball star, was married on October 6th to Charlotte Watkins of Walpole. The happy couple were presented with a beautiful floor lamp by the workers in the Cutting department. Congratulations!

Virginia Mondean has joined the Cartridge Cutting family, transferring from the Finishing Mill.

Mary Sameski spent October 12th with relatives in Arlington.

We congratulate Patrick Sylvester upon his marriage to Miss Ruth Kaler of Norwood. The ceremony took place at Framingham on September 28th. Pat's fellow workers presented him with a mahogany clock upon hearing the glad news.

We do not know whether John Goonan is practicing for future events or not, but he spends most of his spare time breaking rocks in Westwood.

The men in the Combiner Room are having a moustache raising contest. So far Herman Lauble holds the honors, with Frank Malacario a close second.

William Urquhart has moved from Norwood to Pleasant Street, East Walpole.

John Locke, Manager of the No. 1 Box Shop Team, wearing one of the new heather sweaters given to each member of the team, and holding the Trophy presented to them by Stall and Dean in recognition of their holding the championship for 1929

We are sorry to hear that Martha McLauchlan is leaving us at the end of October. We shall all miss her.

We send our belated congratulations to Ernest Field on the arrival of a daughter on Friday, September 13. Ernest considers this *good* luck, and not bad. They named her Helen Patricia Field.

ROOFING MILLS AND OFFICE
Norwood, Mass., Mill

Ralph Kolseth — *Richard Stoddard* — *Charles Seavey*
John White — *L. M. Pratt*

Harold Johnson has moved from Babcock Block to Wheelock Avenue, Norwood.

As an echo from the world series, we learn that our friend James McLauchlan, broke even on his bets. Why shouldn't he?—Five dollars on the Philadelphia Athletics and five on the Chicago Cubs. Safety First, we cal! it!

Charles Chorlton of Roofing Maintenance spent the holiday week end at Oak Bluffs.

In the future Frank Mori of the Yard crew will be known by his legal name, Enos F. Marciarelli.

Glad to hear of the safe return from Europe of Mrs. Letts. Bill looks less lean and hungry now.

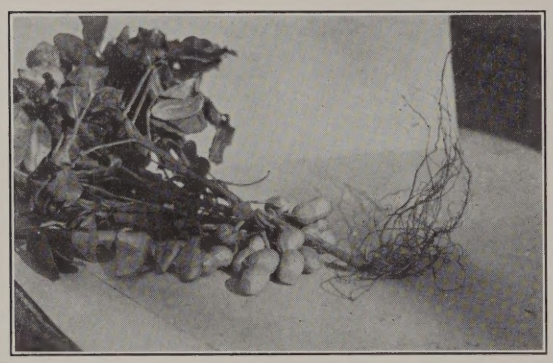
John Hurley of Shipping reports a pleasant two weeks in New Hampshire and swears by the old Overland. Most of his associates think swearing is the only thing that will make it run anyway.

Oscar Saterdal spent two days at Brockton Fair this year.

The new chip conveyor is to be put into use shortly.

Ruel Fulton of the Machines has become the quoit jumping champion at all noon-day contests.

We are glad to hear that Henry Grover's wife is doing well after her recent operation.



Home-grown peanuts — raised in Domenic Treventi's garden in Norwood. Domenic works on the Roofing machines, and although he won't tell us the secret of growing these Spanish peanuts, we suspect Bird Mulch paper may have had something to do with it. There are a dozen peanuts on this one plant

Harry Bellew of Maintenance has returned to work following a short illness.

John Coroski, John Kiwiatowski and Luigi Cicoloni of the Trucking crew are all busy attending Norwood evening school.

Tony Lacivita is now in his new home on Summer Street, East Walpole.

Richard Stoddard will also be found in his new house on Oak Street, Walpole.

New men in Shipping are Ludger St. Cyr and John McEwen. Domenic Massami has just started work with the unloading crew.

John Avizinis has been transferred from Roofing Machines to the Flooring Plant.

In the Finishing department are the following new men: Joseph Papalaizis, Amedio Brandolin and Santo Columbo.

John Sheehan of Finishing visited New Jersey, Baltimore, Washington and New York during his vacation.

Anthony Protasius of the Machines spent his vacation at home.

Charles Watson visited the Cape during the holiday.

Antillo Tronto has moved to 27 Weld Avenue, Norwood.

Clinton Cave and his family spent a short vacation at Rochester, New Hampshire.

Ralph Clifford motored with his family to Plymouth, New Hampshire, over the 12th of October.

We hear that Joseph Nardelli is married. Congratulations!

William Sebel spent his week's vacation on a hunting trip.

Victor Makela has moved to his new home on Fisher Street.

Domenic Treventi is now raising peanuts in his garden. The fruits of his labors are shown in this issue.

The Roofing Mill hunters were on the shooting grounds bright and early October 21. Although we have not seen the evidence, Elmer Ecklund claims to have shot three rabbits, John Eppich, four, and John Mattson one pheasant. No casualties were reported.

Gus Mauritz is now staying home nights to listen to his newly-purchased electric radio.

Adolph Ketty now has his second papers.

FLOORING PLANT AND OFFICE

Norwood, Mass., Plant

Leon Wilson *Lester Evans*
Tom Rogers *Lawrence Gammell* *Leo Haggarty*

Robert Barss of Maintenance brought in an interesting piece of paper the other day. It was a bill from the old Paul Revere Copper Mill in Canton dated September 5, 1872. This Copper Mill was established in 1801 by Paul Revere of Revolutionary fame and was carried on almost to the present time. The building is now being torn down and Robert Barss' son is a member of the wrecking crew. In tearing down the walls several of these old bills were found, this particular one bearing the date 1872 being one of the most interesting. Leon Wilson has the bill at his desk and will be glad to show it to anyone.

Felix Counter returned to work recently after two weeks' holiday in and about Montreal.

Since Norman Kincaid left the Flooring Plant, Joseph Lokitis and Chester Dryden have become the outstanding contestants for the "Foundation" Title. No one can quite equal Norman's pedal extremities, however.

Anybody wishing to invest in Real Estate apply to A. J. Quackenbush, Sundays only.

Kenneth Hoyt has purchased a Maxwell roadster.

Leslie Latham enjoyed a two weeks' vacation in Washington, D. C.

Everyone wants to know where Gus Hagman got his new artist's coat.

Elliot Webber went shooting pheasants one Monday morning, and returned with three rabbits.

Wanted—

One derby hat and coon skin coat for Dick Seavy of the Block Room. He has the roadster.

A crow for John Macchi. He has the gun and dogs but never brings in any game.

An alarm clock for Mickey Hart. He comes to work an hour early so as to be here on time.

A reserve gas tank, or some friends, for Elton Hamilton. He always has an empty tank on the way home.

A chauffeur for John Pratt. He has the car but he can't keep it out of the garage.

Lester Evans would like to know the answer to this: If a gentleman prefers blondes, who prefers the auburn haired beauties?

Thomas Mullane of Print Machines was married October 16 to Mary Hughes. They will be at home to friends on Nahatan Street after a two weeks' honeymoon.

Leo Clarkin of Print Machines is a real rabid fan. He took a trip to Philly to see a World's "Serious" baseball game.

Thomas Rogers has bought a new house on East Cross Street. Between building a garage, driveway, etc., Tom is a very busy man.

Mike Pennette enjoyed his annual vacation at home.

Leon Wilson has moved to Needham, the Superb Suburb. A housewarming is in order.

The Undercoat Department is glad to hear that Tom McColgan has changed his mind about retiring from Bird & Son and is going to remain with us for many days to come.

Clarence Hagman, Finishing, manages to keep in the bright light of the *Review* every month. His latest event is his trip over the Mohawk Trail on Columbus Day. Rumor has it that he parked at a hotel in Greenfield over night, merely a hundred miles from home. How come?

It sort of gets one when he listens in on some of Frank Sutherland's broadcasts these days on the delicate subject of golf.

Leslie Latham has journeyed to Washington to spend his vacation, touring via his Franklin. What a car that will be when he returns!

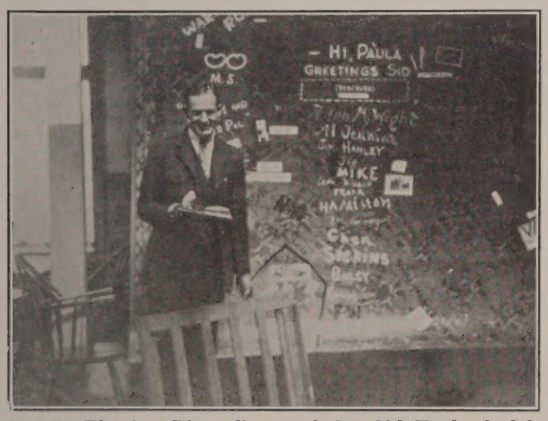
The Flooring Staff was quite surprised and overwhelmed to be the invited guests of Mr. and Mrs. Sidney Taylor at their post-wedding services held at the Brigade Room on October 5. The Mrs. was unable to be present, but the rest of us enjoyed a good time—especially the "Mr."

CHICAGO OFFICE

F. B. Wittleder *B. M. Rohr*

Last month we ran a little question box in our notes. Mr. Hindmarsh won first place, mainly due to his keen sense of intuition. Philadelphia claims honors to the Worlds Championship. We have one more question to ask—"Was it baseball?" We would like to hear from Sam Creden. Probably he can tell us what the Cubs were playing. It was quite a guessing contest on the part of the Cub's team—one goat tried to out-guess the other. R. W. Westcott, Sadie Doughty, F. Wittleder and a few others had better start guessing again.

Gwendolyn Blackmore is now handling the credit work

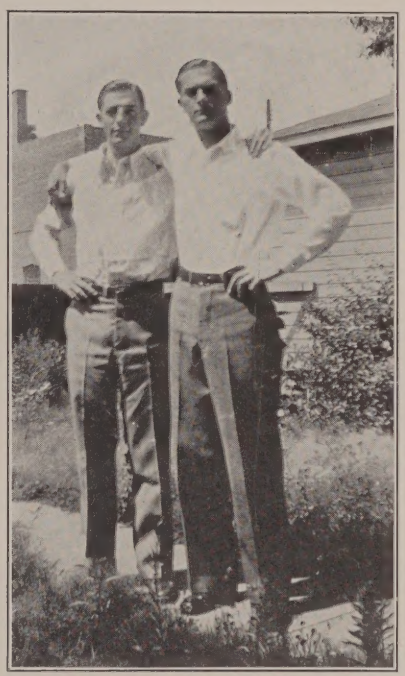


When the Flooring Plant discovered that Sid Taylor had been married since last April, they gave him a party. Mr. Wight presented him with the "friendship" rug, and Mr. Rogers "gave him the gate" to put at the head of the stairs

in the Chicago office. She was formerly with the Roofing Division at 76th Street in the Accounting Department. Herb Schreen resigned his position in order to complete his school work at Northwestern University.

The Golf Tournament held on September 21 between the Chicago Roofing and Floor Covering Division was reported by the contestants to be a very interesting affair. Bert Hindmarsh won low gross with a score of 93 and George McNay of the Roofing Division won low net with a score of 78. Fred Jakel and John Sayles turned in the next best low gross scores and Phil. Agnew and B. H. Roberts came in second and third with low net. Lillian Moe did her stuff when she turned in the lowest score of the ladies' foursome which also included Juanita Amerman, Mary Maloney and Vi Zimmer. Scotty Whitelaw was in his glory caddying for the girls.

Harley Lageschult has a couple of tickets for the Notre Dame-Wisconsin game at the Stadium. He'll sit in the North end of the stand. It has been suggested that if he had a good pair of field glasses he could see the Minnesota-Northwestern game at Evanston.



Harley Lageschult and Ernest Smith of the Chicago Flooring Sales Department

NOVEL ADVERTISING

IN order to advertise Bird Neponset Flooring and its "defiance to water," the Atherton Company of Attleboro devised a novel scheme for a window display.

A pond was constructed from Bird Flooring and in it were placed eight turtles with one letter of the name "Atherton" painted on each back. The first person to see the turtles lined up correctly so that they spelled "Atherton" was to receive five dollars. The scheme was fine advertising in all except one respect—the company had not counted on the ability of the children of Attleboro to find turtles. They advertised for the turtles, and long after the requisite eight had been found, turtles were being brought in droves to the store and even to the office of the local paper.

LIBRARY NOTES

WHILE the more ambitious and progressive members of society are pursuing their studies at evening schools, those who are not inclined to leave the fireside have opportunities right at home for self-improvement through the various correspondence courses available, and well selected reading courses, particularly if reading aloud is done, as it offers so many opportunities for discussion. And as Herschel says, "Nothing unites people like companionship in intellectual enjoyment."

Thus, evening hours at home may be spent in a most pleasant and profitable manner. Libraries furnish lists suggesting interesting books to read aloud which will be acceptable to any type of reading.

Some of the new books which have come to the Library this month:

Non-fiction:

Rain-Makers	Coolidge
My Life as an Explorer	Amundsen
Glorious Adventure	Halliburton
Applied Psychology	Poffenberger
Sport in Field and Forest	Ripley
Great American Band Wagon	Mertz
Storm Fighters	Whiting
Lion: African Adventures	Johnson
Ice-bound	Ashton
Tigers, Gold and Witch-Doctors	Digby
Adventures in Arabia	Seabrook

Fiction:

Four Ducks on a Pond	Sawyer
Ropers Row	Deeping
Hunkey	Williamson
Peril	Osbourne
Accident	Bennett
Idle Hands	Fairbanks
By Soochow Waters	Miln
Gate Through the Mountain	Pendexter
The Case of Sargeant Grischa	Zweig
The Flying Squad	Wallace

Roofing Plant Wins Recognition

In recognition of the excellent Safety record established at the Roofing Plant, Bird & Son has placed at that Plant a sign which reads as follows

THIS PLANT HOLDS THE BEST
NO-ACCIDENT RECORD EVER
ESTABLISHED IN OUR ORGANIZATION
Bird & Son, inc.

Besides this sign a letter of congratulation signed Messrs. Allen, Bartlett and Wyman is being posted on the bulletin boards at the plant. A copy of that letter we reprint here:

To All Norwood Roofing Mill Workers:

We feel there is no adequate way in which to express the wonderful safe working record you men at FB have made during the past two years. From October 11, 1927 to September 13, 1929, without a lost time accident is without doubt one of the best no-accident records ever made by a plant of our size.

The 235 men at the Roofing Mill went 697 days, or, in other words, worked 1,033,896 hours without a single accident.

You have benefited in these safe conditions through freedom from accidents which has enabled you to enjoy uninterrupted work and to receive full wages. This record indicates a splendid spirit of teamwork and a high regard for the safety of yourselves and others.

In recognition of this fine accomplishment the Executive Committee has voted to place a fitting record board in the Roofing Mill.

A VISIT TO THE SOUTH

WE have it on good authority that Mr. and Mrs. Everett Gillis enjoyed their automobile trip South, although several days the scenery was "all wet," and the roads a bit slippery.

Combining business and pleasure, "Gill" called on a few of our dealers in Virginia and Maryland. Everywhere, he received a cordial welcome and a good word for Bird Roofing.

While in Richmond, "Gill" met Mr. S. T. Massey of Massey Builders Supply Corp. They talked of many things including Thick Butt Shingles and Art-Bric Siding. Mr. Massey was most enthusiastic, and reports a great future for these products in Richmond.

Frank Ross met "Gill" in Baltimore where they spent part of two days making calls together. In Baltimore City, he had the opportunity and pleasure of meeting Mr. Senft of The Canton Lumber Co.; Mr. Harris Farbman and Jack Farbam of Baltimore Lumber Co.; Mr. Geis, Sr., Mr. Hammond Geis and Mr. Stoll of John H. Geis & Co.; Mr. Conrad Stoll of Brooklyn Builders Supply Co.; Mr. Tubbs, Mr. Baker and Mr. Mitchell of the Modern Home & Building Improvement Co.

Frank and "Gill" then drove out to Glen Burnie, where it was his pleasure to meet members of the firm of J. F. Johnson Lumber Co., Glen Burnie and Annapolis; Mr. Fred Johnson, Mr. Purnell Johnson, Mr. Frank Maddox and Mr. Garland Haley, manager of the Annapolis yard.

When vacation time comes again, we have a sneaky feelin' "Gill" will want to go South for another visit.

BIRD BRIDGE CLUB

THE first fall meeting of the Bird Bridge Club was held October 22 in the Girls' Clubroom. The Annual Election of Officers was held and the following elected for the coming year:

President, Mrs. Eva Knoll, Flooring Sales; Vice-President, Mrs. Nora Rafuse, Cartridge Cutting; Secretary, Mary Hickey, Purchasing; Treasurer, Anna Duffy, Printing Department.

Bridge was enjoyed until ten p. m. when cider and doughnuts were served. First prize in bridge was awarded to Mrs. Helen Randall, and the consolation prize went to Mrs. Anne Wilson. The next meeting will be on November 12.

WHOZIT!

THIS gentleman with the serious countenance is not a magician, and there are no rabbits hidden under the black suit. He is simply wondering how it will seem to work nights and sleep days. He has since had a chance to find out, for now if you wander through the main mill any night in the week, you are quite likely to find him very much on the job.

We have given you plenty of time to guess last March's "power behind the throne". It ought not to have been a hard one. Elias Trofatter of Engineering was the lad with the brass buttons.

BIRD CLUB ENTERTAINMENT

AS we go to press, final plans are being made for the big opening night of the Bird Club's 1929–1930 season. The evening will be known as Ex-President's night, and heading the list of attractions is Seiler's Famous Hot Roast Tenderloin preceded by generous servings of Seiler's equally famous Clam Chowder.

The banquet is starting at 6:30 P. M., and as soon as the members have filled up on Clam Chowder and Roast Tenderloin and have sampled one of each of the five flavors of ice cream listed on the menu, there will be an entertainment given by four talented artists from Boston: Frank Maddern, a variety artist with music and stories, Ivy Claire, soprano, Ethel St. Claire, dancer, and Pearl Young, piano soloist and accompanist.

They come to us highly recommended and promise to start off the fall season with a fine program. In charge of the program is the following committee: A. H. Anderson, chairman, C. W. Conrad, S. B. Montgomery, S. W. Gladding, R. L. Tupper, E. L. Chamberlain, and S. W. Smith.

The complete list of chairmen for this season's entertainments is as follows:

Ex-Presidents' Night, week of Oct. 28, A. H. Anderson; Roofing Night, week of Dec. 2, Chas. O'Connor; New Box Shop Night, week of Jan. 6, M. B. Lee; Main Office and Cost Accounting, week of Feb. 10, E. R. Clark; Flooring Night, week of Mar. 17, L. R. Bernier; Main Mill, Maintenance and Purchasing, week of April 24, J. A. Sheehan; Old Box Shop Night, week of May 26, Wm. S. Jackson; Officers' Night, week of June 30, H. E. Davenport.

BOWLING

SCHEDULES for the 1929–1930 season are just out, and the League of eighteen teams is going full tilt with three matches a week. All the matches are being bowled at the Norwood Civic this year on Monday, Tuesday and Friday nights.

Two Leagues of nine teams each have been formed this year. Each team will bowl every other team in both leagues, and at the end of the season the winners in each league will roll-off for the championship. The Leagues are lined up as follows: League A: Sales, Finishing Mill, Engineering, Maintenance, Roofing, Shipping, Box Shop Shipping, No. 2. Box Shop, Laboratory, Stores. League B: Accounting, Main Mill, Electricians, Roofing Machines, Rug Border, Rug Finishing, Flooring Shipping, No. 1 Box Shop, Credit.

The schedule for November is as follows:

Monday, November 4: FX2 vs. C, A vs. PML, EM vs. FFD.

Tuesday, November 5: R vs. FFR, FBP vs. DM, Open.

Friday, November 8: DF vs. FBV, SM vs. FXV, FX1 vs. EMM.

Monday, November 11: Holiday.

Tuesday, November 12: FFV vs. DM, FFR vs. EME, R vs. FBP.

Friday, November 15: DF vs. EMM, FXV vs. FBV, SM vs. EM.

Monday, November 18: A vs. SM, PML vs. DF, C vs. FXV.

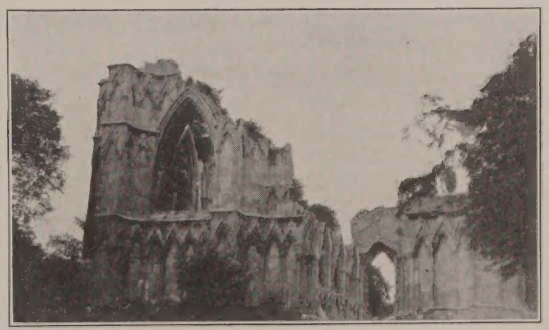
Tuesday, November 19: DM vs. EME, FBP vs. FFV, R vs. PML.

Friday, November 22: FX2 vs. EMM, EM vs. FX1, FFD vs. FBV.

Monday, November 25: A vs. DF, FFD vs. FX1, SM vs. PML.

Tuesday, November 26: R. vs. C, DM vs. EMM, FFR vs. FFV.

Friday, November 29: FX2 vs. EME, FBP vs. FBV, EM vs. FXV.



The ruins of the Church of St. Mary's Abbey in York, England. The foundations of this church were laid in 1088 by William Rufus. The abbey connected with this church, but not seen in the picture, was built by King Athelstane in 937 A.D. Picture taken by John White of the Roofing Mill

WITH THE SOCCER TEAM

BIRD & SON Soccer Team continued its unbeaten record in the Southern Division of the Boston and District League by defeating the Lusitania Recreation Team at East Walpole on Sunday, October 6, by the score of 4 to 1.

This success was followed by a victory over the much improved Stoughton Town Team with a count of 5 goals to 1 on Sunday, October 20, at East Walpole. Clan McLeod, whom we were supposed to meet on September 28 at Hyde Park, was forced to cancel its game because the field was already taken by another team.

During October a Roofing Superintendent's Conference was held for two days at the Bird Club. Those who attended: Standing, R. C. Floyd, L. F. Odell, G. W. Baker, C. W. Cowan, E. M. Lines, S. B. Montgomery, P. H. Bailey. Kneeling, G E. Smith, E. L. Chamberlain, B. H. Roberts, M. R. Beasley, Eric Gach

With the schedule half completed, Bird & Son and Clan McGregor are tied for first place in the league. The goal scorers for Bird & Son in the above games were: Lusitania Recreation game: Davidson 2, Mullin 1, Schuller 1. Stoughton Team game: Davidson 2, Jack Smith 2, Walter McKenna 1.

To date we have won three games, drawn one, and lost none. The record of goals scored reads, Bird & Son 16, opponents 5.

The schedule of games in November is as follows:

November 2—Clan McLeod at East Walpole.
November 9—Lusitania Recreation at Cambridge.
The date for the postponed Clan McLeod game at Hyde Park has not yet been decided.

THE TENNIS CHAMPIONS

ALTHOUGH it is nearer time to speak of hockey than tennis, the Champions of the two local Tournaments deserve mention in this issue.

In the East Walpole Tennis Club Tournament Carl Clem, playing his brother Frank Clem, won in the final match 6–3, 6–1. In the Francis William Bird Trophy tournament O. J. Barr, Jr., won in the finals from Frank Clem. Five sets were necessary to find the winner, running as follows: 7–5, 4–6, 1–6, 6–4, 6–3.

Carl Clem was presented with a silver cup given by the Club, and O. J. Barr will have his name inscribed upon the bowl and will be given in addition a plate to keep as a Trophy.

Special mention should be made of the record of Frank Clem who got to the semi-finals in both matches and offered severe competition to both winners.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during November.

			Years
Marshall Grant	11–10–1894	Power and Steam	35
A. E. Souther	11– 8–1900	Box Sales	29
Ernest Stather	11–18–1901	Box Shop	28
Eric Johnson	11–20–1903	Finishing Mill	26
P. H. Bailey	11– 1–1904	Roofing Sales Mgr.	25
Timothy Reardon	11–12–1907	Maintenance	22
Lewis Walter	11– 5–1908	Box Shop	21
Mike Sawkisevicz	11–20–1914	Finishing Mill	15
Samuel Gladding	11– 3–1919	Supt. No. 2 Box Shop	10
Antonio DiFalco	11– 5–1919	Flooring Plant	10
James Van Hoy	11–10–1919	Roofing Sales	10
Charles Borowski	11–26–1919	Box Shop	10
George Petroitis	11–28–1919	Finishing Mill	10
Frank Reynolds	11– 3–1924	Research Laboratory	5
Orville Spinks	11– 4–1924	Box Shop	5
Leon R. Wilson	11–17–1924	Flooring Plant	5
Carl Wurzel	11–19–1924	Box Shop	5
Peter Petroni	11–21–1924	Box Shop	5
	CHICAGO		
Bennie Macklin	11– 4–1919	Roofing Division	10
Peter Wagner	11– 4–1919	Roofing Division	10
C. D. Knapp	11– 1–1924	Sales Corp. Division	5

BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt — American Twins Thick Butt — NEPONSET Double Twins
American Double Twins — Super Twins — Hex-Twins — Lock-Butt — Individuals
Super Twins (Thick Butt) — Giant Individuals — Custom Made

BIRD Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced
American Ready — Old Reliable — Economy

BIRD Building Papers

NEPONSET Black — Saturated and Coated — American — Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White — American Board

BIRD Specialties

Asphalt Felt — Paroid Built-up Roof — BIRD Deadening Felt
Plastic Cement — Roof Coating
BIRD Insulating Board — Art-Bric Siding

Flooring Division

BIRD Rugs — BIRD Floor Coverings — BIRD Tile Flooring
BIRD Rug Border — BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases — BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots — Tack and Screw Boxes
Flower Pot Covers

Paper Division

Shot Shell Cartridge and Wad Papers — Rocket Paper — Buff Socket Paper — Torch Paper
Bird Wadding — Standard Index Cardboard — Felt Papers for Special Purposes — Paper Mulch

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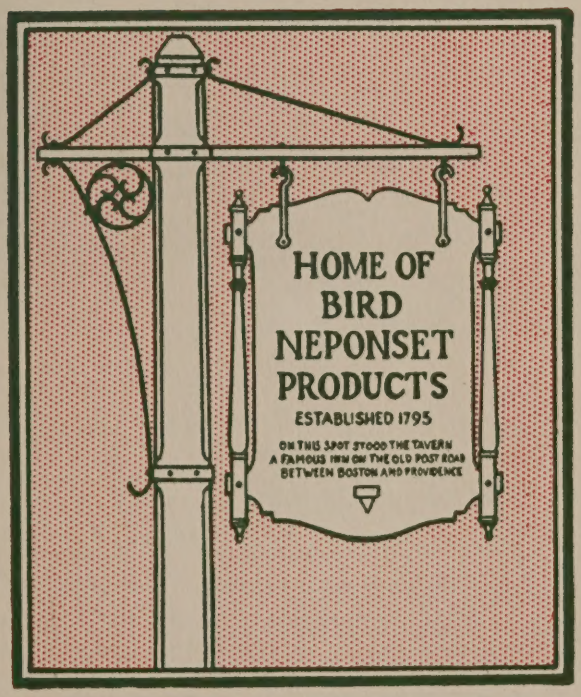
BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

BIRD
NEPONSET
PRODUCTS
TRADE
REG U.S.
MARK
PAT OFF
WATER PROOF

BIRD'S Neponset REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole. Mass.



HOLIDAY NUMBER

DECEMBER 1929 JANUARY 1930

Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.

Paper Mills	Box Factories	Flooring Plant	Roofing Plant
East Walpole, Mass.	East Walpole, Mass.	Norwood, Mass.	Norwood, Mass.
Phillipsdale, R. I.			Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN
Vice-President, ELMER H. BARTLETT
Sec. and Treas., HERBERT H. MILLER

Directors

PHILIP R. ALLEN
ELMER H. BARTLETT
CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE
JOHN R. MACOMBER
HERBERT H. MILLER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Paper Sales Division

Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales Division

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales Division

Manager, C. H. ANDREWS

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer, H. H. MILLER
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Auditor, A. H. ANDERSON
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Flooring Div., J. E. GRAHAM
Chief Box Div., J. B. MAGUIRE

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Asst. Mfg. Mgr., S. B. MONTGOMERY
Plant Engineer, C. W. CONRAD
Supt. Planning Div., P. N. HILLS
Supt. Paper Div., S. W. SMITH
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, S. W. GLADDING

WESTERN ROOFING DIVISION

Manager, F. H. HIRD
Manufacturing Manager, B. H. ROBERTS
Sales Manager, W. W. WILSON
Southern Sales Manager, R. D. PETERSON

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, EVERETT, MASS., BROCKTON, MASS.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN
Vice-President and Sales Manager, H. E. SAWYER, JR.
Sec. and Treas., H. H. MILLER
Eastern Mgr., W. B. ROGERS, JR.
Western Mgr., R. W. WESTCOTT

Branch Offices

Boston, New York, Chicago

Warehouses

ALBUQUERQUE, BALTIMORE, CAMDEN, CHICAGO, CINCINNATI, DALLAS, DAVENPORT, DETROIT, EAST WALPOLE, GRAND RAPIDS, HOUSTON, INDIANAPOLIS, KANSAS CITY, MEMPHIS, MILWAUKEE, NEW ORLEANS, OKLAHOMA CITY, PITTSBURGH, RICHMOND, NEWARK, ST. LOUIS, ST. PAUL, SIOUX CITY

BIRD'S NEPONSET REVIEW

Vol. XVIII *December 1929—January 1930* No. 1

OUR PRESIDENT'S MESSAGE

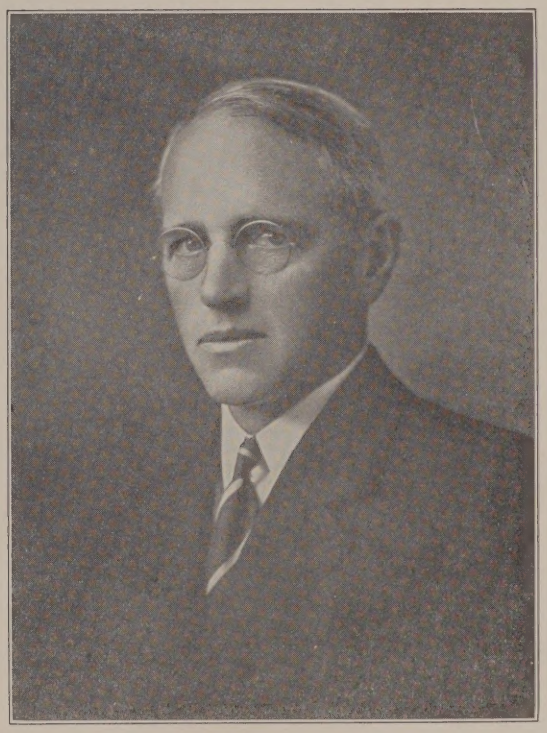
IT is never safe to prophesy, but I am going to take the risk. In my judgment the recent trouble in the stock market is going to help business. Perhaps not this month, or next month, but over the year 1930, we are going to have good business.

Why do I think so? Because we are going to get back to sound fundamentals. Because it takes a jolt like this to teach some people that a hard, round dollar has behind it sweat and work; that 2 plus 2 make 4 and not 5, and that trouble always comes when you go against the eternal law of supply and demand.

In our own business we have been pretty fortunate and have been able to run practically full speed until December 1. We will have shipped at the end of the year a bigger total tonnage than in any previous year, but competitive situations in roofings and boxes have brought about reduced earnings over last year. We can't help feeling that we have done better than we hoped for at the beginning of the year. It was a foregone conclusion that this country could not continue indefinitely in its program of increased productive capacity in almost every line.

My opinion is that the business of this country is just as sound as it ever was, and that we can all look forward with great hope and optimism as we learn over again to face facts and stick to sound economic fundamentals. No panic in the stock market can disturb the solid foundation of American business, nor do we believe, with the credit situation as it is, that the recession in business will be anything but temporary.

As for our own business, we can all feel assured that the foundations have been well laid and are still sound. Our plants have never been so efficiently operated nor have our Sales Divisions ever shown greater zeal or more ability than they have this last year under some very trying situations.



The Management appreciates the fine team-play which, day in and day out, has continually been in evidence in our whole organization.

I wish for every one A Very Happy Christmas Season.

Philip R. Allen

Message from G. R. Wyman, Vice-President

IT is with a feeling of no little satisfaction that I review the performance of the last year in our plants.

Our first six months' tonnage of finished goods was the largest in the history of Bird & Son. Quoting from a letter from the Vice-President of the N. Y., N. H. & Hartford R.R.:

> "Bird & Son, inc. were the largest shippers of finished goods and the largest receivers of raw materials for the month of June on the New Haven system."

This record, I understand, we have maintained. Better still than all of this large tonnage, our quality was kept at its usual high standard.

Our plant laboratories this year have measured up to the responsibility of the great trust we put in them, and made good in examining, checking and testing our products and processes in a scientific systematic manner.

Our Engineering and Maintenance Departments have done especially good work in perfecting the various mechanical projects that we have had under way. Inasmuch as our production capacity was sufficient to meet the demand, our policy along these lines was to improve our machinery and quality, increase efficiency and decrease production costs. This has been followed out by the departments responsible with no small degree of success.

Early in the year our President, Mr. Allen, decided that a more intensive drive should be inaugurated on research. Experts from all of our manufacturing divisions were centralized and new research laboratories were established in a large four-story brick building in East Walpole early in the year. The value of this plan has already been demonstrated by the addition of several new products to our line and many valuable changes and refinements in our formulas.

The Research Department operates with no responsibility whatever for production schedules or plant operation but, inasmuch as it is functioning under the supervision of the Vice-President and Manufacturing Manager, the final check for quality is put on every product by this department, and all questions in regard to quality requiring executive decision are passed to the Research Department for their comments. In this sense the Research Department, while functioning separately, becomes a valuable asset to the superintendent because of its ready accessibility in case any question arises in regard to our raw materials or finished products on which he wishes advice. This new department has already had congratulations from other sections of our institution because of its important accomplishments.

The Manufacturing Division finished the year with a great many commendable points in their favor, covering every department in the plant. Through a very close connection with the Auditing Department, very clear and concise figures have been available and used in the control of manufacturing expense.

With the reduction of new construction work, the services of our Engineering Departments have become available to our various superintendents in working out problems for the betterment of their plants. Results of the studies inaugurated under this plan are already in evidence.

To all superintendents connected with Bird & Son, inc. I am very glad to pass on my congratulations for a year's work well done, and through them I hope that my words of good cheer may enter each department so that every worker, with many of whom I have worked personally, may know how much the Management appreciates the fine spirit that permeates the Bird Plant from end to end. In closing I wish to you all A Very Happy Christmas and Prosperous New Year.

George R. Wyman

Christmas Greetings from E. H. Bartlett, Vice-President

WHEN one reflects on the business conditions of today, it is no wonder that some of our oldest, once special products are things of the past, thus making it necessary to seek new products and new fields for the needs of today. Research is a primary principle to the discovery of new and better processes of manufacture and the development of more attractive and profitable goods. We are all in business to market our products at a reasonable profit and in order to do this successfully, we must arrange our prices and terms on a basis that will allow us to be honest and just in all of our dealings. Competition is keen and this is really as it should be to keep us up to the minute, alert, progressive, and surrounded with a personnel of unquestionable integrity and good business ethics.

The life of trade is becoming more and more economic, mass production and combinations, but, unfortunately, these conditions have produced an orgy of price cutting, selling without profit and where it has reached that stage, of necessity, it must stop. All industry must operate at a profit to long exist and it is our experience that stability is the one factor that has taught the seriousness of competitive price cutting. All

of us who are directly involved in manufacture and production are continuing to show a vast amount of improvements in costs, qualities and quantities.

In line with our heritage is the true spirit of co-operation between us as individuals, between the different departments in the Mill, Sales and Accounting, all going to the making of a lasting good-will which is reflected in the quality of the great variety of merchandise produced.

In regard to some lines, we are passing through a transitory year, but with the Bird spirit of co-operation and the realization of the fruits of the past and the faith in the future, we only think of a steady, healthy gain in those products that are up to present needs.

At this season we are about to take inventory of our deeds, reflect on our short-comings and pledge new resolves for the new year to come. Let us not overlook one of the most important features for the upbuilding of our business today — and that is to create and maintain good-will for all.

"As the year draws to an end, abundant joy and happiness to each and every friend."

Elmer A. Barrett

A Friendship Letter from H. H. Miller, Secretary-Treasurer

THIS is a happy time of the year when we are wishing people A Happy Christmas and a happy future. Is it because we, too, are happy; because we are receiving and giving that we are possessed of the happy spirit, or that the time of year makes for contagion?

I believe we are happy; glad that God has been good to us; glad to have shared with our fellowman some of the good things of life that have been given to us. Should we not shed more of this sunshine—not just at Christmas time, but through the year, for after all we are but stewards.

We are most of us pretty much alike—to make of and be made of. Still when we realize the pleasure that every act of courtesy of ours gives not only to the other fellow, but to ourselves, I wonder why we do not do more instead of permitting the cares of every day business to take us out of our natural selves and forget the common courtesies of life.

We get so busy that we do not find time to remember the friends of our youth, or of later years, so one day we awake to this fact—

"Around the corner I have a friend,
In this great city that has no end;
Yet days go by and weeks rush on,
And before I know it a year is gone,
And I never see my old friend's face;
For Life is a swift and terrible race.
He knows I like him just as well
As in the days when I rang his bell
And he rang mine. We were younger then;
And now we are busy, tired men—
Tired with playing a foolish game;
Tired with trying to make a name.
'Tomorrow,' I say, 'I will call on Jim,
Just to show that I'm thinking of him.'
But tomorrow comes—and tomorrow goes,
And the distance between us grows and grows.
Around the corner!—yet miles away.

* * * * * *

'Here's a telegram, Sir.'
'Jim died today!'
And that's what we get—and deserve in the end—
Around the corner, a vanished friend."

Yours in the Yuletide spirit,

Herbert H. Miller

From the Comptroller's Office

SOME one once said, "Progress lies not in the nature of the work we do, but in the manner in which we do it."

"Production" is as much a byword in the office as in the mill, more orders entered, more messenger service, more pieces filed, more bills made out, more (and better) letters written, more columns added, more bills paid, more advertising matter sent. The list of possible economies is well nigh endless.

The Office Manager must ever be on the watch for new ideas, better ways and more efficient machinery for doing routine work, better working conditions making for more contented and therefore more efficient workers.

The past year has seen advancement in service, refinement in methods, and improvements in machinery. More changes are in progress while others are still in the dream stage.

And so to close, with another quotation "The goal of perfection may not be attainable, but the struggle toward it makes us what we are."

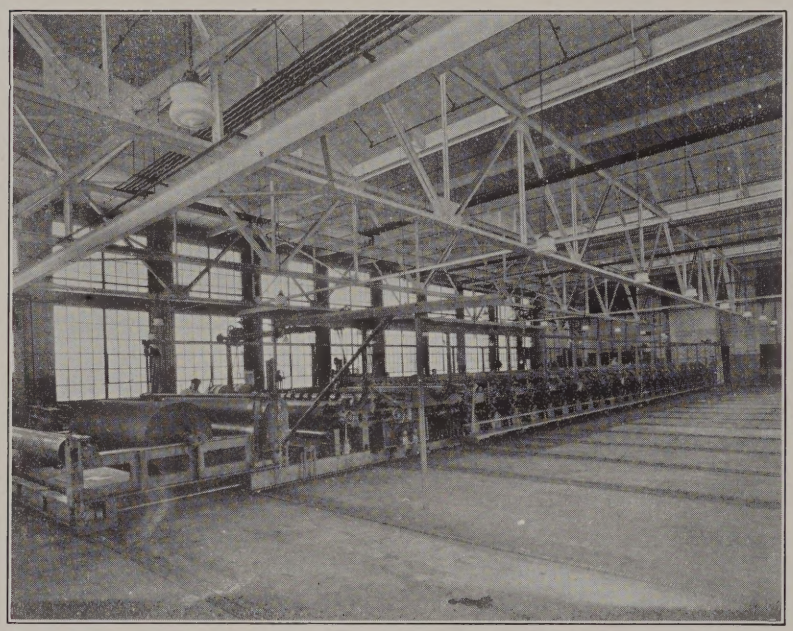
WE CLOSE THE OLD BOOKS AND OPEN THE NEW

A REVIEW OF 1929—A GLANCE AT 1930

The following articles give a brief resume of the outstanding happenings and accomplishments of the past year as well as present conditions and future prospects in the different industries comprising Bird & Son, inc.

FLOORING DIVISION

TWO revolutionary developments characterize the growth of our Flooring Division this year. Felt base flooring had become quite standardized during the past few years, the improvements have been of an internal nature, but this year we have two new products—Bird Tile—and a new kind of felt base floor covering which although it looks about the same as the old has decided advantages. This is called the Super-Grade covering. Both of these are the results of patient work of long standing by our research department.



No. 4 Print Machine at the Flooring Plant showing the complicated mechanism used to print Floorings. The continuous strip of rug running into the ovens can be seen at the far end of the picture

While the distribution of tiles goes for the most part through somewhat different channels, the sales fit in very nicely with the structure of our selling organization. Super-Grade Rugs and Floor Covering will be sold by our regular retail and wholesale customers along with our other felt base lines.

The Super-Grade products mark a tremendous advance in the improvement of printed floor coverings.

Along with the announcement of our Super-Grade products came the introduction of several new patterns in the Neponset line, which should also stimulate sales.

In the manufacture of our regular products, we have continued our study and application of time and labor saving devices; we have strengthened our inspection and control of both raw and finished material; and we have continued our work in the reduction of waste per unit manufactured.

In addition to the above, we have improved our patented wax back, obtaining thereby a smoother and better appearing back and have revised our Rug Border colors by eliminating the old dark one and developing a new light Rug Border.

Our Design Department has been subjected to several changes and developments. It has outgrown its old quarters and is now located in a considerably enlarged area. We are now using new equipment known as the Mutochrome. This is a very delicate and intricate photographic machine, and is one of two in this country. This delicate machinery permits us to apply unlimited color combinations to any one design and allows us to see just what the finished rug will look like in any combination of colors.

Closely related to the work done with the Mutochrome has been the extensive study of color systemization. This color systemization facilitates the choosing of colors for new designs, and insures complete harmonization of colors when placed in our new patterns. It further provides us with the fullest range of colors obtainable with the pigments at our command.

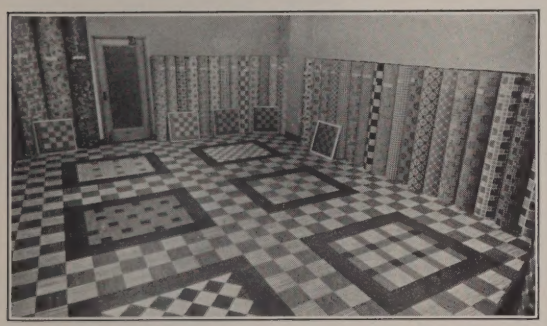
The combination of the Mutochrome, and the systemization of colors will in the future give to the trade even more attractive patterns than we have had in the past.

There have been no changes within the Hard Surfaced Floor Covering industry of any importance during the year, with the exception of the merger between The Geo. W. Blabon Company and Sandura Company, Inc. No new plants have been built.

The tendency during the year has been toward somewhat higher prices and this tendency has been accentuated lately by a large increase in the cost of linseed oil.

The year 1929 has been quite satisfactory as regards volume of production and sales.

Our 1930 Budget calls for full production. We face a very interesting year. We anticipate increased use of our new Bird Tile and expect to be fully occupied in supplying the demand for Super-Grade Rugs and Floor Covering just as soon as the public discovers their merits.

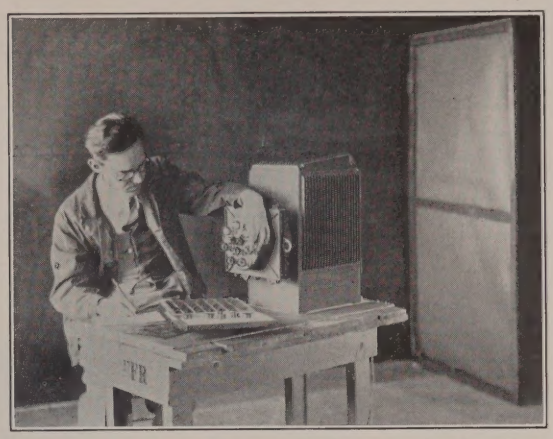


A section of the New York Office, with demonstration floors showing the variety of patterns obtainable in the new Bird Tile. Photograph by Criterion Photocraft Company

ROOFING DIVISION

THE beginning of 1929 saw more activity at our Roofing Plant than ever before in the history of the business. Because of price conditions orders were in great abundance and the amount of production was limited only by our capacity to ship. Tonnage shipments during the winter and early spring were far heavier than in a similar period of any preceding year. Spring dating, unusually low prices, and an expectation of good business were the chief causes for this unusual influx of business. Building and roofing products were a "buy" viewed from any angle.

Prices improved during the summer, re-roofing continued as briskly and competitively as ever, while speculative building continued to decline. Competition has been severe, but that very competition has not by any means been an unmixed evil, for it has stimulated our efforts toward the development of new products; and the efforts of our salesmen have been directed toward making



A member of the Design Department demonstrating how the new Mutochrome works

real leaders out of our new specialties which can be promoted and sold in volume. Now at the close of the year we find that we are still above normal and in the best possible condition to fill customers' requirements promptly.

Our efforts during the past year have been put on the problem of improved service to our customers. When it is realized that within 24 months the number of the shingles in the line has increased approximately 40%, it can be seen that improved manufacturing facilities were essential. Early in the year, we started work that has now been completed and which gives us three shingle cutters where we formerly had one. These are so arranged that we can go from one to the other without undue loss of time and can run three or more different kinds of shingles in any day. This frequent changing increases manufacturing costs even with an ideal layout such as we now have, but without this flexibility we could not hope to fill orders promptly and give that delivery service which has become so important a part of any business.

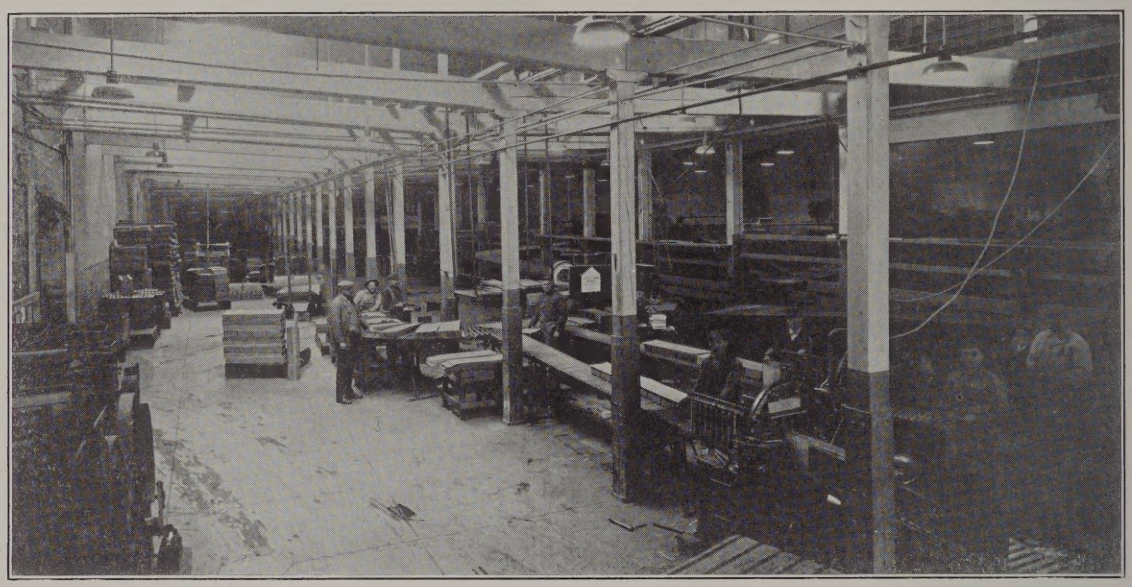
Other improvements have been made along the line of better service. The addition of more

Design Department at the Flooring Plant. At the desk, Kenneth Morang and Kenneth Barbour

batteries for the electric trucks with which we handle the finished product has made it possible for them to operate at full capacity at all times. A covering over the truck loading platform has been constructed so that we can better serve the large number of customers' trucks that come to our plant daily. Improved equipment has been installed in the shingle sorting department so that various blendes can be sorted more promptly. All these things contribute to the efficient handling of orders.

year 1930 this particular item in our line is going to be one of the biggest sellers that we have, and, incidentally, it can be sold at a most satisfactory profit to our dealers. It is an outgrowth of the Thick-Butt shingle and shows the possibilities that are in this fundamental idea.

The new Green Blende which was added to the line in Standard Thick-Butts caused another demand on the mill and new equipment was necessary. This has been provided for and the work of installation is well under way.



No. 1 Roofing Machine where many improvements have been made during the year. The new shingle cutters and tying machines are at the extreme right

The salesmen have done splendid work in securing volume, and at the same time introducing the new products and developing the sales field for them. Bearing all the conditions of selling in mind, we feel that the salesmen, as a whole, have handled their territories extremely well.

Both Manufacturing and Sales have dealt with the needs of the day in a complete understanding that any problem which has arisen is a mutual problem to be worked out together. The Sales Department greatly appreciates the help that the mill and laboratory have given.

Art-Bric Siding Developed

Art Bric Siding, developed and added to the line this year, has been unusually important. It is strictly for use as a covering and decoration for sidewalls and with the novel feature of a brick effect, it is very attractive. Meeting with instant favor, although it has only been on the market for a few months, it has become a major product. It fits into the modernization idea which has swept the country admirably and we are confident, basing our confidence on reports we have had from dealers all over the country, that in the

Important changes have been made in the style of finishing for Hexagonal and Thick-Butt shingles. A heavy fibre board which gives complete protection to all sides has been adopted.

Chicago Plant

Our Chicago "service station" has taken the usual steps in advance, having put into operation an entirely new and modern equipment for using powdered coal under the boilers, thus assuring an ample supply of process steam and power at a reasonable expense. Both machines have been equipped so that Chicago can make the new Thick Butt Shingles on either. This will result in our being able to give better service than was possible during 1929.

They too have introduced into the line this year the new product—Art Bric Siding, which we feel is perhaps the most advanced step that the asphalt industry has taken for several years.

We well remember a statement of the late Mr. C. S. Bird—"It is impossible to make quality goods in a dirty plant by a dissatisfied organization," and bearing that advice of his in mind we have constantly striven to live up to that standard.

As ever, it is our earnest hope that any dealer

who is handling Bird & Son's products, who visits either Boston or Chicago, will take an hour or two and come out and see how the roofing is actually made. Nothing gives us greater pleasure than to demonstrate just how it is done.

Each year we progress in some marked way. Sometimes it is in volume, sometimes it is in the promotion and sale of specialties, but there is always good progress. Even if speculative residential building continues to decline, we have the great re-roofing business to develop, and we expect to proceed even more rapidly than we have this year in the sale of our specialties and leaders —Thick Butt Shingles and Art Bric Siding.

We view the year 1930 with a considerable degree of complacency because we feel that once the country has gotten over the bad headache produced by recent events in the stock market, funds for building are going to be more readily available than they have been for a year or more and that the great building industry, of which are a component part, is bound to profit thereby.

We enter 1930 with a greater capacity for flexibility in manufacture and ready to produce the great variety of shingles now in demand on shorter notice than ever before. While we have made radical improvements in our products we are by no means through progressing. We are prepared to keep up with the demand for newer and better roofs.

BOX DIVISION

BIRD & SON, inc. started in the Box business with a line of folding boxes for tacks, nails and screws. This gradually grew to the larger size individual Shoe Cartons, sold direct to shoe manufacturers, with machinery equipment for setting up in the factory packing room. From this point the development of the box business was in the shipping container line. In 1907 we began the manufacture of solid fibre shipping cases, and this business has steadily grown until the present time, with the addition in 1925 of a plant for making corrugated board and cases.

Our carton manufacturing departments have long since outgrown their names of No. 1 and No. 2 Box Shops, and in fact they represent more than box fabricating units. Today there is involved in box making much besides cutting out a piece of board of the right dimensions. In each "Box Shop" we have a sample department where we experiment with various kinds of boxes and packings until the proper solution of the customer's package problem is solved. This work while not taking the high title of research is a high form of *package engineering* and dignifies our shops as real service units for our customers.

During this past year we made a further addition to our facilities for such service to customers. We installed a large drum tester so that we can now duplicate actual handling conditions and prescribe the proper carton for a particular use with absolute certainty that it will meet all requirements and carry the goods safely to their destination.

Several improvements in machinery and equipment have been made. New Target Type Cut-offs have just been installed on the corrugator. A new Printer-Slotter for making corrugated cases has been added to our equipment. Many

New office in the No. 1 Box Shop. Left to right: Howard White, Genevieve Pare, Alfred Kendall, Herbert Lewis, Helen Goldberg, Earl Boyden, Horace Hart, Edward Heaver

rearrangements of machinery with additions of conveying equipment have been made. New lighting equipment has been provided.

The practice of hand to mouth buying is affecting our manufacturing schedules. We find many more orders are for relatively small quantities and on much shorter notice. While we have added equipment to meet this new condition we cannot refrain from issuing a caution in this respect. Customers must not lose sight of the economies attendant upon long runs on automatic machines and should balance them against savings in inventory and storage space.

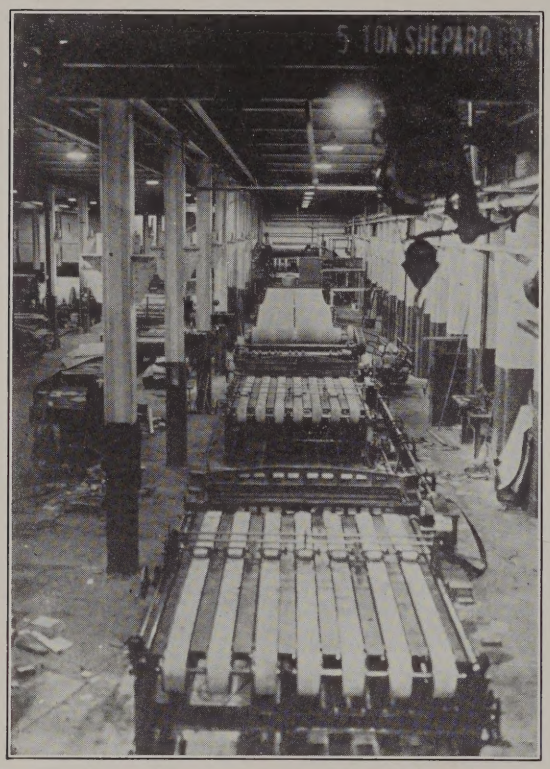
New Heavy Fibre Board

One of our latest developments is a heavy .160 board testing 600 pounds, which is used in making wood frame cases. The use of this material is provided for in the Classification, and is a substitute for the three-ply veneer wood, which is now quite generally used in such large boxes.

The field for the development of this type of box at present seems largely in the textile industry, and for materials which may be classed as dry goods, weights may be shipped up to 600 pounds. For other commodities the maximum shipping weight is 300 pounds. It will be seen that this new type of box gives us a much wider spread for possible use of fibre than was previously possible

with the 90-lb. limit of the regular slotted carton type of container.

At the present time our plan for distribution of this heavy board is by arrangement with some local manufacturer of wooden boxes who will take the fibre sheets, construct the panels with



The new target type of cut-outs recently added to the 83-inch corrugator located in the Basement of No. 1 Box Shop

the wooden frames and supply these to the user. Some mills are equipped with their own wood box plants, and can take the fibre sheets and make up the finished case right in their own plants.

In New England there are a number of manufacturers of corrugated shipping cases, but Bird & Son are the only manufacturers of solid fibre containers.

While some of our competitors produce a larger tonnage than our own, we are proud of the reputation we have among our customers for the high quality of our products, and believe that our competitors as a rule share this respect for the high quality of BIRD Solid Fibre and Corrugated Shipping Cases.

During the last two years many mergers and consolidations have taken place, so that of the actual manufacturers of corrugated board and containers in New England with whom we are competing there are none who are not now a branch of some larger or so-called national operator.

There is a constant tendency toward the substitution of solid fibre or corrugated boxes for the more expensive wooden shipping case. The lumber and wood box industry as a whole is spending a great deal of money in advertising and propaganda to offset this trend, but so far as we can see without retarding it to any considerable extent. We are constantly working up such new accounts, and very recently have converted two very large users from wood to solid fibre and corrugated.

During the last year we have established a Research Department for development and investigation work along the line of new uses for corrugated and solid fibre cases, and the indications are that much valuable new business can be developed through this channel of research.

Special Shoe Carton Designs

We have also during the last year developed some new ideas in our Shoe Carton line, offering much greater possibilities to our customers in the way of specially printed boxes. This makes possible the use of a special design on both box and cover, with resulting advantage to the user in the form of advertising. We plan also to carry in stock three or four standard sizes of one-piece shoe cartons, which are particularly adapted for mailing purposes. These will be available to our customers in small quantities and on short notice.

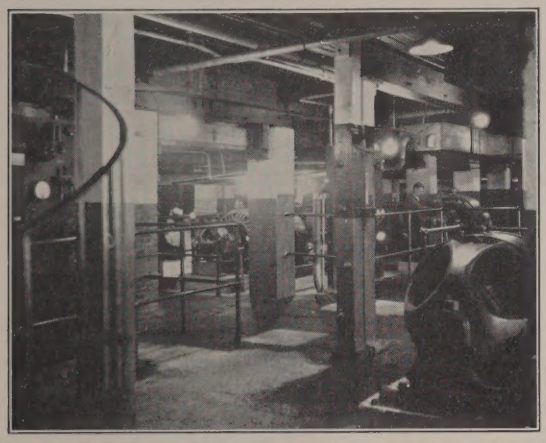
Each year shows an increasing demand for Bird Neponset Waterproof Paper Flower Pots, and we are looking forward to still wider distribution of this special product during the coming year. To this line we have added Earth Bands, which are used extensively by growers, particularly in transplanting work during the Spring season. We are also finding an increasing demand among florist supply houses for the Bird Flower Pot Cover, which with its moss green crepe design makes a very attractive cover for the rather unsightly clay pot in distribution and sale of potted plants.

Sample department in No. 1 Box Shop.

PAPER DIVISION

BIRD & SON, inc., is the largest customer of our paper division. Sometimes in considering this division we confine our attention to special papers that do not fall within the scope of the other divisions.

This past year much of our attention has been devoted to the machines producing primarily the papers for our Solid Fibre Board, Corrugated Board, Shoe Carton Board, Building Papers and



No. 4 and 5 Paper Machines have been completely electrified during the past year. Three of the large motors which supply the power show in this picture.

Wall Board, as well as Press Board and other combined boards.

The paper used by the Norwood plants for wrappers for roofing, shingles, rugs and flooring and for headers and tubes is in itself a large enough amount to keep a small paper machine going all the time.

On No. 5 paper machine the entire wet end was rebuilt last year and put in operation just after the first of the year. This improvement has resulted in increased production as well as a better formed sheet of paper which has had a great part in raising our high standards for quality.

The drives for both Nos. 4 and 5 machines have been completely motorized, doing away with the last steam engine for the paper machines. We have continued the program for replacement of drives by worm gear drives and magnetic clutches.

A new system of steam supply and condensation return was recently completed on No. 4 machine, increasing its drying efficiency.

The largest installation during the year was the settling system for the Shartle breakers. The heavy dirt and metal which comes in our raw materials used for filler stock is settled out in the the long troughs before going to the Jordans and machines. This results in a material reduction in repairs, increases the capacity of the machine for production and improves the quality of the board.

During the year we moved the mill laboratory into the building formerly occupied by one of the abandoned engines. This move brought the control laboratory closer to the machines and gave the Research Department more room to expand.

Our plans for 1930 are definitely taking shape. Major changes have been completed and our attention will be directed towards producing in larger quantities at lower prices, better quality papers.

SPECIAL PAPERS

The business of the Special Paper Department during the past year has been fairly satisfactory. This has been largely due to the stability of this particular business which has not been affected by any of the hysteria brought forth by the recent stock market chaos.

For nearly a half century we have been making the Cartridge, or Shot Shell Paper, and our interest is just as keen as ever in the production of this our most special paper. The greatest care is maintained throughout the manufacture of this grade, from the purchase of the raw stock, down through the sorting, the beating, the machine process to the finished product, when it is cut into sheets with its double thin edges so carefully cut that when wound into the tubes one can scarcely see the edge of the paper at all. This paper must have a very uniform thickness, weight, strength and crosswise and lengthwise stretch. After the most careful and accurate cutting into sheets and sorting out of all off-standard paper, it is packed in our solid fibre case for shipment to the several shot shell manufacturers in New England, Canada and New Zealand.

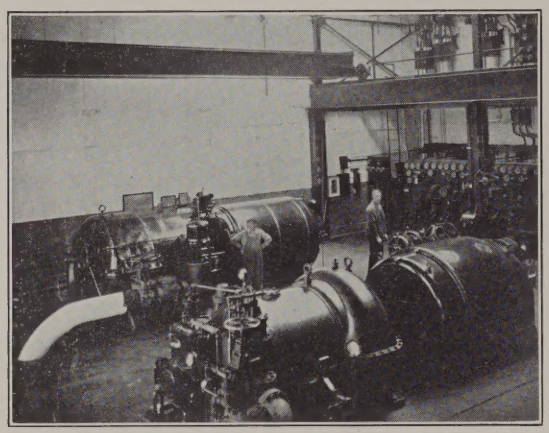
The Wad Paper, always used in conjunction with Cartridge Paper, is less expensive, but the same extreme care is taken in the making and finishing of it, so that when it is put into the brass bound end of every shot shell it will act properly as a "bumper" when the explosion occurs.

Press Board an Important Item

Our next most important specialty is the Pressboard of which we have had a continuous production for nearly twenty years. While there are many shades and thicknesses on the market, we have confined ourselves to the standard gray-greenish color in three standard thicknesses. Its general use is for card files and indices, and we are equipped to make stock up to a width of fifty-two inches. All pressboard passes through rolls where a great many tons pressure per square inch is exerted to obtain the stiffness, rigidity, high finish, the non-splitting, great surface wearing qualities together with the elimination of the objectionable curling features. Our equipment will admit of a production of forty-five tons a week, thus assuring our customers of prompt service.

The other products handled by this Division are Rocket, Torch and Fuse Papers used by nearly all of the high grade fireworks manufacturers and Socket Linings, both plain and heat resisting, which are used as a part of the insulation in the electric light socket connection.

New uses are continually being found for the felt papers which we make in thicknesses ranging from .012 to .080 and can be finished in sheets or rolls, in the dry state or with waterproof saturant.



Two of the big turbines in the engine room and their "keepers".

PHILLIPSDALE PLANT

TO an even greater extent than at East Walpole, Bird & Son, inc., is the largest customer for our felt mill at Phillipsdale, Rhode Island. Practically the entire output of this mill now goes into our own roofing and flooring products. While most of our felt is used as the base for other products and does not reach the customer in its original appearance, some of it does go out as Lining and Deadening Felt for which there is a great demand.

Physical changes in the plant this past year include several large replacements. In the machine room, we installed four 3A Bird screens with a capacity of 125 tons per day. Old type drives have been replaced by worm gear drives. More Vickery ductors were installed on dryers.

In the beater room we are just completing a continuous beating system. All of the beaters have been rebuilt in order to get the very finest installation. On the completion of this system, all dust from rags can be kept out of the beater room, making working conditions much better.

In the engine room, a complete new switchboard has been installed which will provide better control over distribution of power. In the boiler room a vacuum cleaning system has been recently installed.

Phillipsdale is prepared to continue producing larger quantities of felt to meet the increasing demands of our Roofing and Flooring Plants.

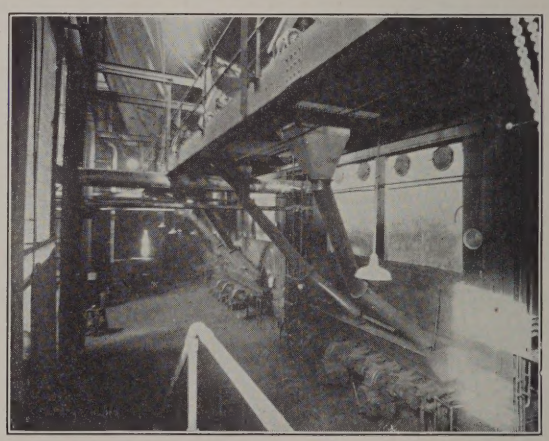
ENGINEERING

ONE item common to all of our various manufacturing plants is the use of power and steam. The manufacture of power and steam is a big business in itself involving as it does the use of over 60,000 tons of coal annually.

We have pursued the general policy of keeping the plant up to the highest possible state of efficiency and have made several rather major improvements during the past year.

Early in the fall work was started installing a new stoker in No. 8 boiler. With this equipment watertubes were installed in the bridge wall of the boiler. A larger setting was necessary to accommodate the larger size stoker. The boiler can now be operated at 250% to 300% of normal rating and can produce 40 tons of steam per hour at a higher efficiency than before. While this boiler is operating over 15 tons of coal are burning at one time, more than enough to heat the average home for a year. At present in twenty-four hours 75 tons of coal are burned, producing over 825 tons of steam.

A new turbine driven pump has been added which operates with our economizers and new closed feed water heater which delivers water to the boilers at 275°.



Section of the boiler room showing three of the furnaces and their automatic stokers

A conveyor to unload and carry coal directly to the bunker in the boiler room has been installed. This permits carrying a lower reserve in storage as well as effecting considerable saving.

To increase steam temperatures so as to improve the efficiency of our steam generating equipment, superheaters have been added to Nos. 7 and 8 boilers.

A new system for cleaning the boiler room has been put in operation to improve working conditions, and decrease maintenance costs.

As a part of the complete electrification of the mill a new steam main for low pressure steam to

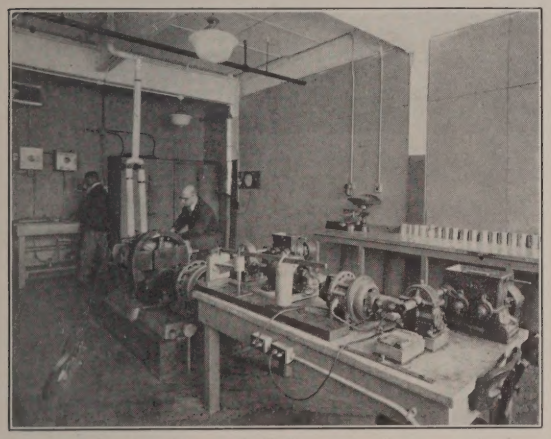
supply Nos. 4 and 5 machines has been completed.

The increase in the use of electric power has required changes in the switchboard and power distribution system. The Westinghouse-Elliot turbine was equipped with a new air cooler which prevents the machine from overheating when operating at a heavy load.

RESEARCH

GROWTH and expansion are not always marked by outward physical changes. This past year has seen few major alterations in our plant. The outstanding evidences of growth lie in the new products we have developed. To mention only two that are unusually interesting is sufficient to demonstrate the value of research. During the year we introduced Bird Tile, and Bird Art Bric Siding. Both of these are the results of long preliminary work.

Bird Tile marks a very new departure for us. It is intended to fill a new need in flooring. It has its companions in the rubber tile and the linoleum tile but it has merits that make it desirable where other types of flooring fall down. This new material is absolutely proof against any alkali or acid. The strongest soap has no harmful effect. The colors are attractive and many beautiful floors can be laid according to the wishes of the owner of the house, for the tiles can



Section of the new Research Laboratory where experiments on the new Tile are being made.

be cut in many different sizes and shapes, so that the possibility of selection is infinite.

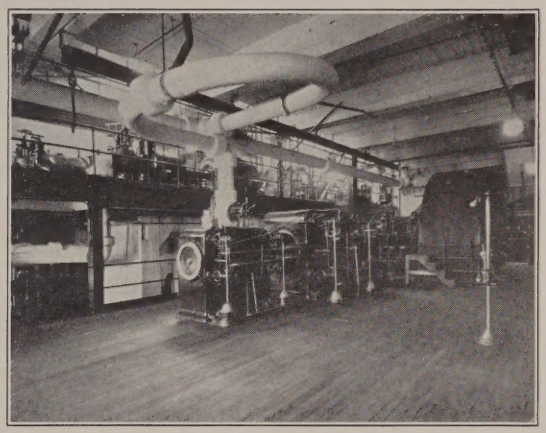
Bird Art Bric Siding as the name implies is intended to fill that great need for a satisfactory siding just as the Asphalt shingle has filled the need for a satisfactory roof at moderate price. Art-Bric Siding is companion to the new Thick-Butt Shingle developed last year and now one of the major items in our line.

We mention these products because we feel that they are representative of New England enterprise.

New England has always been known for its progress in invention and industry. Yankee ingenuity has been a by-word.

Conditions in New England were favorable to the development of trading rather than to farming and the trading led to the production of articles for trade, and invention became a feature of New England manufacture. The New England industries flourished and products reached all points of the world.

During the early period of New England Industry, manufacturing was carried on by rela-



The steam engine which drives the generator in the turbine room. The huge wheel at the right of the picture is seventeen feet in diameter

tively small groups in which the owner often took the part of not only the manager of the business but also supplied the ideas for the material or machinery to be manufactured.

With the growth in size of business, it became necessary to depend not entirely upon the ingenuity or skill of one or two in a business, who had vision and foresight, but to organize a group whose whole time could be given to the study of problems we now call research.

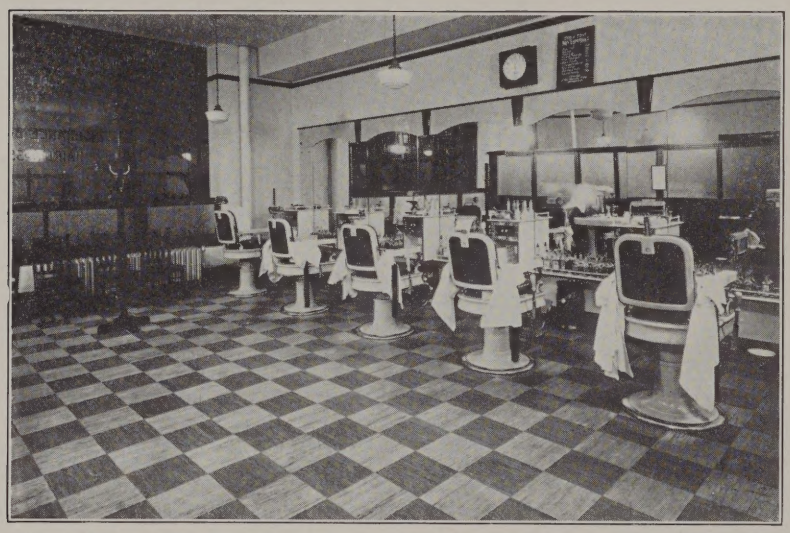
The business of Bird & Son has been in existence for nearly 135 years. Its present position as a leader in industry has been due to the research which has been carried on although not under this name for many years. The public has had confidence in our products and it has been supported by an ever increasing volume of business.

Research has been carried on in our company for a great many years, starting with the experiments conducted at home on the kitchen stove many years before the first laboratory was established. It was nearly 30 years ago that the laboratory was established here and experiments on new products were made and laboratory methods used in tests on all production.

With the extension of the company into the

manufacture of new products, additional facilities were needed in the laboratory. Later, laboratories were planned to control each of our chief units. Both of these indicated the desirability of putting together, under one group, the work which has been carried on in these laboratories and thus the present Research Laboratory came into existence.

The Research Laboratory is organized with four divisions, corresponding to the main divisions of our business, namely, Paper, Boxes, Flooring, Roofing. Each of these is headed by a division chief with a group concerned wholly in the problems of the division.



A Boston Barber Shop at 40 Broad St where the new Bird Tile has been giving satisfaction ever since its installation on September 15

The Research Laboratories might take the insignia of the Quartermaster's Department of the United States Army "Service to the Line."

Ideas capable of development and which may result in new products or improvements in our present products may come from outside the laboratory as well as within. The cooperation of all in bringing forward ideas capable of development is important.

The laboratories cannot reach their greatest success without contact and help from those actually dealing with our problems and who know what the public needs. Neither is the research work of value until it has been turned into use.

HOME BUILDING CO., INC.

JUST recently issued is a new and very attractive folder sent out by the Home Building Co. called Francis William Park, Park Village, and Killeen Gardens at East Walpole.

Full descriptions of the new developments, homes and improvements are given, accompanied by pictures showing scenes from the Park and some of the newer homes.

Copies of these attractive folders may be obtained from the Home Building Co. at their office in East Walpole.

BIRD TILE FLOORING

Last Word in Modern Floors

THE introduction of Bird Tile Flooring has opened up an entirely new field of operation. This material comes in direct competition with rubber and linoleum tiles, and, unlike our regular felt base products, is used not only for domestic work but also in commercial construction, such as large office buildings, hospitals, Government buildings, and the like. Tests have clearly shown its superiority in almost every detail to other tile products.

Bird Tile Flooring is distributed largely through Floor Covering contractors. We have made agency connections in several of the large cities and are pleased with the widespread interest which the new material is creating, not only among contractors but among architects as well.

Several jobs are already installed and giving satisfaction. The accompanying photograph will give you an idea of its attractive appearance.

We believe that there is a large market for this type of material and expect to see sales increase very rapidly during the next twelve months.

Exhibit by the Texas Roofing Company at the Dallas State Fair. Art Bric Siding holds the center of the stage as the newest development in roofing material

ART BRIC SIDING

A Wall Brick for Any Building

DURING the past year we have heard considerable about one of Bird & Son's newest products, Art Bric Siding, but unless we have actually seen it, or inquired directly about it, we may well ask the question, What is Art Bric Siding?

Here is a new product—a real leader. It has every qualification of a leader—it can be sold in volume, it is distinctive, it is alone in the field, it meets a real public need, and it is as important in its own way as roofing in its field.

Art Bric Siding is a real boon to the dealer, a real help to the sales force, and its introduction and promotion during 1929 may be the beginning of a business in Siding as large as our present business in roofing. Like our shingles, it is good for new work or for old work. It is a product which is right in step with the "Home Modernization" idea. Old buildings can be made to look like new by siding with Art Bric. In addition to the improved appearance of the building, Art Bric Siding furnishes good insulation and has the same fire retardant qualities as our shingles.

The residence of R. B. Runnells, Clinton, Maine, where Bird Art Bric Siding has been the making of a very attractive home

Art Bric Siding, when laid, looks like brick. It is astonishing how this Siding will transform the appearance of any building. It is being used for residential work and for industrial plants. It has been used on new houses, on old houses, and has given universal satisfaction. It is made in two colors and comes in convenient size bundles, one color to a bundle, either brick red or buff. Some buildings have been covered over with one color, some by mixing the two colors so as to secure a real tapestry brick effect.

We feel that Art Bric Siding as now made may be the beginning of a development of products in the Siding field as our original type of Asphalt Shingles were the beginning of our complete line of Asphalt Shingles of various types and colors.

Bird Art Bric Siding is equally useful on both homes and factories. Applying the Art Bric Siding to the Eagle Dye Works of Pawtucket, R. I.

Neponset Credit Union Declares Seven Per Cent Dividend

AN increase in the amount of shares permitted each member was the principal change voted at the Annual Credit Union meeting held in the Lunch Room on November 14, 1929. The full amount of shares, which formerly was twenty, has been doubled and now stands at forty.

The retiring officers of the Credit Union were J. J. White, C. D. Savage, G. E. Smith, A. H. Russell, and B. D. Rogers. At the recommendation of the Nominating Committee this same board was re-elected to serve another year.

Other routine matters were voted upon and a seven per cent dividend was again declared.

Since November fifteenth, when the increase in shares went into effect, a large number of members have taken advantage of the opportunity to buy the full amount, and there have also been quite a few new members. Shares may be taken out at any time during the year and will draw interest beginning at the end of the month in which they are bought. They may be paid for through payroll deductions.

The residence of Mr. Eugene Endicott of Summer Street, Norwood, recently completed. On the roof are Bird Thick Butt Twin Shingles

BIRD'S NEPONSET REVIEW

Vol. XVIII. DECEMBER 1929—JANUARY 1930 No. 1

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of
Good Service Good Business
Good Will

MILLS: East Walpole and Norwood, Massachusetts; Phillipsdale, R. I.; Chicago, Ill.

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IT is a pleasure to be able to offer once again to our friends this Holiday Number of Bird's *Neponset Review*. Ordinarily the *Review* is a magazine strictly for our employees, but at least once a year we enjoy leaning back in our chairs, spreading out the map of the year before us, and reading there the story of what we have accomplished during the past twelve months. And when we are in this mood we like to share our reflections of the past and our hopes for the future with those who are our friends and who are interested in us.

This issue is a "Review" in the true sense of the word—a review of the year 1929. Perhaps not everything has turned out as well as we had hoped. Perhaps in some ways we have progressed far beyond expectations. Whatever the story, we welcome the chance to share it with you.

And at this particular season, as we look back together over the year that has passed and forward to the New Year, it is also our great pleasure to wish all our friends, both within the organization and outside it, the best of success and good luck during 1930.

LET'S GO TO WORK

An editorial which appeared in a recent issue of the New York Tribune as an advertisement of Erwin Wasey & Company.

FOR the last few weeks a good part of business America has drifted away from the work bench to cock an excited eye at the biggest crap game the world has ever seen.

"In fact, all too many of our amateur economists have taken literally the engaging admonition: 'Reach for a Lucky instead of a Sweat'!

"The time comes when the best handler of the Rolling Dominoes cannot make another pass, and the arrival of that time is signaled by the crash through their margins of the finest bunch of industrial securities that ever declared an extra.

"Well, that's that—and it's pretty well all over, except for an occasional bird who has lost everything but his ego, and who hurls himself from a high window with complete disregard for the busy people who are really going somewhere on the sidewalks below.

"But—while they're clearing up the empties—let's not forget that Jim Rural, out on his place in Indiana, is figuring on a new corncrib and on tiling that east-forty of good bottom land.

"Let's not forget that, same as ever, Joe Normal of Pretty Prairie is putting in a new lighting plant, which means the Missus soon will be wanting a Kohler bathtub and all the fixings.

"Let's not overlook the fact that all the young Jim's and Joe's and Susan's and Mary's are getting married as usual, and need household furnishings and installment accommodations for the afterglow.

"Let's not forget that millions upon millions of regular folks throughout this grand, greatly-desiring, gorgeously-spending America, need power, heat, light, food, recreation, transportation and adornment, same as always.

"They'll go on wearing out Goodyear Tires, eating Post Toasties and drinking Maxwell House Coffee, buying new Buicks and Fords, just as before.

"They'll go on walking a mile for a Camel, stepping out of the short skirts for the new long ones, moving into the suburbs for more air for the baby, taking an evening off for the talkies, in the future as in the past.

"They'll go on dreaming, and earning, and buying—in that lavish fashion that has always characterized the shortest-memoried and longest-confidenced people that ever lived.

"They'll continue to constitute, for the man or manufacturer who deserves it, the BIGGEST, RICHEST, MOST RESPONSIVE MARKET IN THE WORLD!

"There's the picture, Mister, unraveled from the ticker tape—what do you say: Let's go to work!

"If you make a product that people need or can be made to desire, dig in your Wingfoot Heels and let's go.

"The big business next year is going to the outfit that deserves it, and that keeps pounding on the reasons for deserving it with all the steam it can boil.

"Regarding the securities market—let the other fellow worry about that.

"If you're holding some good stocks at a loss, put 'em away and let 'em age in the wood—they'll be mellow and sweet and with a bead on, a year or so from now.

"If you've got some cash you don't know what to do with, buy good stocks—that's what John D. Rockefeller, Sr., is doing, and you're probably no smarter than he is.

"The main thing is, now that the parade is over, let's get back to the store!"

HEALTH NOTES

Careless Hands Cause Majority of Infections

THE careless habit of using the hands and fingers about the nose, mouth, face and other parts of the body is responsible for many painful and dangerous infections, warns Dr. Herman G. Morgan in the December issue of *Hygeia.*

Boils on the face or in the nose and ears are as a rule carelessly planted there by hands and fingers carrying infection. All of these infections are annoying, but those about the nose and upper lip are dangerous as well. The venous blood on its return from these areas passes through the cavernous sinus, a bony canal or lake close to the brain. With infection existing close by a clot may form in this lake of blood and block the circulation. When this happens the outcome is without exception fatal, Dr. Morgan says.

The common habit of pulling hairs out of the nose is responsible for many infections of the nose. Each year a number of deaths occur from this cause. Ingrowing hairs on the face pulled and dug out with unsterilized tweezers add to the ranks of fatal infections.

The cleanliness of the human hand can never be guaranteed, because its many functions subject it to an endless chain of infection. Yet the average person uses them as if they were fitted with sterile gloves. The best rule to follow is—hands off!—*Hygeia.*

LIBRARY NOTES

THE more we read, the more we will lead. The difference between leaders and listeners is largely a matter of background—and background aside from the experience which years alone can give, is largely a matter of intelligently directed reading and study."

James A. Whitmore.

Books Owned by Our Library On
BUSINESS ETHICS AND APPLIED PSYCHOLOGY
(For inspiration and the study of business relations)

How to Read Human Nature	Atkinson
Human Machine	Bennett
Mental Efficiency	Bennett
Procedures in Employment Psychology	Bingham and Freud
Pulling Together	Broderick
The Job, the Man, the Boss	Blackford
How to Get the Job you Want	Fletcher
Keys to Success	Forbes
Psychology of Management	Gilbreth
Power for Success	Haddock
Power of the Will	Haddock
Hiring the Worker	Kelley
Choosing Employees by Test	Kemble
Increasing Personal Efficiency	Laird
Employment Psychology	Link
Self Starter	Lyons
Young Man Entering Business	Marden
Progressive Business Man	Marden
Psychology and Industrial Efficiency	Munsterberg

Psychology in Business: a series of addresses by leaders in their professions, A. T. Poffenberger, Henry C. Link, and others of equal authority.

VETERANS' SERVICE LIST

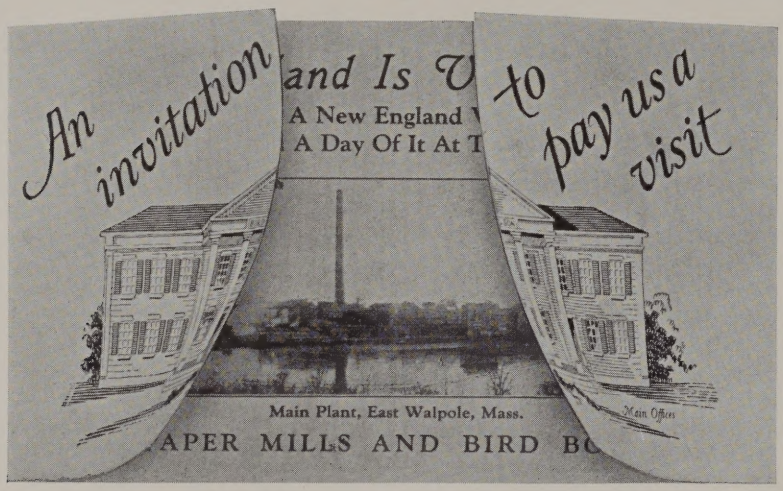
WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during December, 1929 and January, 1930 and those who complete twenty or more years' service during these months.

	DECEMBER		Years
August Hilderbrandt	12–25–1889	Paper Mill	40
Albert R. Jenkins	12–13–1894	Flooring Plant	35
Harry N. Mann	12– 1–1901	Maintenance	28
Robert Roy	12–27–1905	Roofing Mill	24
Dennis Broderick	12–20–1906	Janitor	23
David Heylin	12–21–1906	Main Mill Watch	23
Michael White	12–10–1907	Paper Mill	22
John S. Robertson	12– 7–1908	Traffic Dept.	21
Wilbur C. Fay	12– 9–1908	Maintenance	21
Frank Whitehead	12–19–1908	Maintenance	21
Herman Lauble	12– 2–1919	Box Shop	10
Benj. A. Hathaway	12– 2–1919	Roofing Mill	10
William Sullivan	12– 4–1919	Maintenance	10
Frank Tohoskey	12– 6–1919	Flooring Plant	10
Lawrence Johnson	12– 9–1919	Box Shop	10
Romolo Conti	12–27–1919	Flooring Plant	10
Alek Szugai	12–22–1919	Roofing Mill	10
Gladys Duncan	12–29–1919	Main Office	10
Edwin Guise	12– 1–1924	Flooring Sales	5
James Graham	12– 3–1924	Research Laboratory	5
Patrick Curran	12– 3–1924	Flooring Plant	5
F. T. Feeley	12– 8–1924	Roofing Sales	5
Arthur J. Bushell	12– 8–1924	Box Sales	5
James R. Hanley	12–15–1924	Flooring Plant	5
Catherine Geary	12–18–1924	Main Office	5
Esther Olson	12–19–1924	Paper Mill	5
Maurice Tarr	12–22–1924	Maintenance	5
Robert Abbott	12–23–1924	Box Sales	5
Walter Cyr	12–27–1924	Roofing Mill	5
J. M. Kellam	12–29–1924	Flooring Sales	5
	PHILLIPSDALE		
Thomas Henderon	12–14–1894		35
August Lopes	12–18–1919		10
	CHICAGO ROOFING DIVISION		
Joseph A. Miller	12– 1–1909		20
C. T. Torrey	12– –1919		10
Lawrence Cozzi	12–22–1924		5
	CHICAGO FLOORING DIVISION		
Harold W. Hagenbuckle	12–22–1924		5
	JANUARY		
Henri Davenport	1– 1–1898	Main Office	32
Carl V. Smith	1– 1–1901	Paper Mill	29
F. W. Welch	1–16–1901	Box Shop	29
Joseph Knaus	1–24–1902	Paper Mill	28
May Gardner	1–26–1902	Main Office	28
Robert Morse	1– 7–1907	Box Shop	23
Daniel Reardon	1– 7–1907	Paper Mill	23
Dennis Lowney	1– 9–1907	Paper Mill	23
Michael Smith	1– 9–1907	Maintenance	23
Ben D. Rogers	1–21–1907	Labor Bureau	23
Bartley Curran	1–12–1915	Floor ng Plant	15
Jesse R. Ghen	1– 5–1920	Flooring Plant	10
William J. Boyd	1– 5–1920	Flooing Plant	10
Albert W. Smith	1–19–1920	Labor Bureau	10
Gottfureat Lauble	1–20–1920	Box Shop	10
James A. Surette	1–26–1920	Roofing Mill	10
Edward Crockett	1– 6–1925	Flooring Plant	5
Raymond Boyden	1– 9–1925	Flooring Plant	5
Francis MacDavitt	1–16–1925	Box Shop	5
Francis Donlon	1–19–1925	Box Shop	5
Gordon Clark	1–28–1925	Flooring Plant	5
	PHILLIPSDALE		
Louis W. Doyle	1–19–1925		5
	CHICAGO ROOFING DIVISION		
W. A. MacDonald	1– –1920		10
R. D. Peterson	1– 1–1920		10

BIRD & SON PLAYS HOST

A NEW kind of advertising, which invites customers both to a vacation and to a visit at the Bird Mills, was sent out by Bird & Son this past year.

It consists of a small card which when folded is about business letter size. On the outside is an attractive cut of the Main Office and over it the words "An invitation to pay us a visit." Opening the "door" of the Main Office, one finds inside three views of the plants at East Walpole and Norwood and this invitation "New England is Vacation Land. Plan a New England Vacation and Spend a Day of it at the Bird Mills." There is no glaring or florid advertising, but just a cordial invitation. These cards were sent to our various dealers and customers and caused much favorable comment.



Attractive Invitation sent to all Bird Dealers and Friends last Spring

The New England News Letter, published by the New England Council, printed pictures of this folder in its issue of September first, and wrote as follows: "Aside from the purchasing power of the 3,000,000 visitors who come to New England annually, the good will and the word-of-mouth advertising possibilities of this yearly influx are enormous. Quick to sense this fact, alert manufacturers are more and more making whole hearted efforts to welcome the visitor to their plants and showrooms. Illustrated above is the invitation sent to its customers and others by Bird & Son of East Walpole, Mass."

ANNUAL BENEFIT MEETING

THE Twenty-Ninth Annual Meeting of the Bird & Son, inc. E. M. B. A. will be held on Tuesday evening, January 14, 1930 at 8.00 p. m. in the Lunch Room off the Main Mill Brigade Room. Officers will be elected and other business will be transacted.

The following candidates have been selected by the Nominating Committee and will be voted upon by the members:

For President: Ralph Wilkins, Main Mill; Halburton Dobbins, Maintenance Stores; Leon Wilson, Flooring Undercoat.

For Vice-President: Herbert Jepson, Roofing Plant; Howard Whitney, Accounting; E. L. Connolly, Research Laboratory.

For Treasurer: John J. Linnehan, No. 5 Paper Machine; George E. Smith, Roofing Plant; William S. Jackson, No. 2 Box Shop.

For Secretary: Albert W. Smith, Credit Union; Lester J. Latham, Flooring Finishing; Joseph E. Sheehan, Main Mill.

Investigating Committee: Edward I. Geraghty, Roofing Plant; Helen E. Randall, Hospital; Ruth Arel, Hospital; Lyman Small, Flooring Maintenance; John Maitland, Maintenance; Frank Whitehead, Electricians; John J. White, No. 1 Box Shop; John Maguire, Paper Mill; John E. Curran, Stock Transfer; Walter Hartig, Printing Department.

Nominating Committee: William Quinn, Main Mill; Bernard Bailey, Flooring Plant; William Murphy, Roofing Shipping; James E. Smith, Paper Mill; H. L. Barker, Roofing Plant; Arthur V. Wilson, Main Office; Henri E. Davenport, Main Office.

BIRD CLUB ENTERTAINMENT

APPROXIMATELY seven hundred members and guests of the Bird Club were present at the Roofing Night held at the Norwood Theater on December 5.

Three main attractions made the evening an enjoyable one: two vaudeville artists and the feature picture, an all-talkie, "Side Street."

Miss Grace B. Allen was the leading artist and entertained with selections on the violin, the piano and the trombone. For this last accomplishment she is world-famous. She has appeared in musical comedies and on the Keith Circuit. She is also a composer and is best known for her song, "Smiles.

Miss Rose Loman acted as accompanist and gave several pianologues of her own as well.

Favors in the form of attractive boxes of Webster's candy were distributed to the guests.

SUGGESTIONS

THE end of 1929 finds us with a generous list of accepted suggestions which might serve as Christmas presents for those who receive them. During the entire year the quality and quantity of the suggestions has been very good, and we are pleased to be able to publish the following lengthy list for November and December.

For November the following suggestions were accepted in Class 2, representing savings in cost of manufacture, and given an award of $10 each:

Improve angle irons on slate handling system — John Caulfield, FBM
Quality and creasing of slide box stock — Edward Heaver, FXG
Change shut-off valve on storage tank — John Howard, FBX
Two edges on circular cutters for rotary dies — Martin Lambine, EMM
Table for fixing plates in FXR — Arsene Marchand, FXR

The following suggestions were accepted in Class 3, as being of intangible value, and given an award of $5 each:

Platforms on Nashua tapers — John P. Barrett, FXG
String holder on lid rotaries — Byard Bennett, FXR
Guide roll on shingle machine — John Conroy, FBM
Automatic stop on tube machine — Felix Counter, FFR
Cutter bar on new winder — Walter Cyr, FBF
Trolley at thickener on DMPM5 — William Doyle, EMM
Broke trucks for print rooms — Thomas Durkin, FFP
Relocate air hose rack in FXR basement — Ernest Field, FXR
Control lowering of trucks on hoists — Ernest Field, FXR
Change wiper in use at FFF No. 1 inspection table — L. R. Gammell, FFF
Extra stand on DMPM4 winder — Charles Grover, DMP
Side gauges for FXGM9 — Edward Heaver, FXG
Protect steam pipe — Coleman Howe, DMB
Chute in DM8 — Coleman Howe, DMB
Manner of signing letters — C. D. Hurtt, CE
Shelf in front of FXFM12 — Ethel Karshis, FXF
Door in guard on first stack — Lewis Keddy, DMP
Method of recording safety report — Frank Lacivita, FB
Guide rolls on FXGM17 — Constanti Leivicki, FXG
Individual switches for FXRM25 and 26 — Arsene Marchand, FXR
Tin under jogging attachment on FXRM25 and 26 — Arsene Marchand, FXR
Metal covering on chutes — Frank O'Neil, FXR
Change covers on lights in pull-out room — John Pratt, FBE
Pans under steam pipes — Euplio Puopolo, FXR
Sheath for paper knives — Vernon Rafuse, DMP
Strip bar on FXCM2 — Richard Sprague, FXC
Extension pieces for platforms — Richard Sprague, FXC
Extension of platform over hanger — Ira Treen, FFY
Safety bars on vitriol tank — James Trenholm, DMP
Tank for soaking felts — James Trenholm, DMP
Head board on EMTX5 — J. S. Walke , EMT
Indicating devices on blank presses — John Wilkes, FXB

Ernest Field, FXR, Edward Heaver, FXG, and Arsene Marchand, FXR, were awarded additional checks for $10 each for having five suggestions accepted. In the case of Arsene Marchand, this is the second award of this kind he has earned this year.

The following suggestions were accepted at the meeting on December 4, put in Class 2, representing savings in manufacturing costs, and given an award of $10 each:

Reducing number of damaged rugs — Chester Dryden, FFR
Hook for incline chains at FFN — Charles Flower, FFM
Put plates on one block — John Ginley, FXR
Ink dividers — Arsene Marchand, FXR

The following suggestions were put in Class 3 presenting savings of intangible value, and given an award of $5 each:

Better location for stairway in boiler room — John Broadley, EMM
Protect steam pipe, No. 2 beater room — A. B. Center, EMP
Pipes for lifting rolls of paper — James Constantine, FXC
Conveyor for Perkins cutter — Peter Cook, DMB
Protect door of DMH dressing room — Timothy Coughlin, DMH
Protect lights in No. 4 pit — Harold Doderer, DMP
Move truck loading platform — Nunzie Famigletti, FFY
Method of removing broken die knives — Thomas Finn, FXR

The three winners in the Girls' Tennis Tournament. Left to right, Agnes Kelliher, Flora MacDonald, Ida O' Kane

Adjustable support to prevent trucks tipping — Michael Flaherty, FXF
Hinges on felt wipers at FFF — Charles Flower, FFM
Indicator on wheel at FXGM4 — James Ginley, FXG
Indicators on tape adjustment on FXGM35 — V. E. Gronroos, FXG
Improve slot wheel cleaner on FXGM6 — V. E. Gronroos, FXG
Step between DMPM4 second press and dryer — C. H. Grover, DMP
Platform for spoiled cases — Mary Gziboski, FXG
Protect sink and fire door — Paul Kugel, FXF
Protection for valve stems — George H. Lynch, ERB
Hinges on covers over screens — Herman Nordstrom, DMP
Guides for FXGM16 — John O'Donnell, FXG
Two order numbers on advertising rug corners — Clarence Russell, FFV
Water pipe for broke beater — Oreste Saraca, DMB
Starting button elevator to No. 3 Mill — George Smith, DMH
Method of fastening apron — Thomas Wynne, DPM

The following men received the additional award of $10 for five accepted suggestions:

James Ginley, FXG; Herman Nordstrom, DMP.

LOST

A Set of keys on a ring. Finder please notify T. B. Maddern of Maintenance Stores Department.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Margaret Poff *Sabina Costello* *Margaret Owens*
Mildred Saitz *Raymond White* *Julia Lynch*
Myrtle Mayshaw

The wedding of Miss Nancy Ogden to Richard C. Floyd took place on Saturday, December 7, at the Leslie Lindsey Chapel of Emanuel Church on Newbury Street, Boston. Following the ceremony, a reception was held at the Chilton Club. Several members of the office attended.

The stork stopped at the home of S. C. Traudt, Jr., on October 26 and left a husky boy, Harold Sinclair. Conratulations!

We welcome to the Roofing Sales Department, Alfred A. Boyd from Somerville.

Howard White and William Geary, Captain and Manager of the Bird and Son Baseball Team, sporting the new suede jacket presented to the team at the close of the season

Spats are very fashionable in Bridgeport, Conn., and one member of the Bird Club thought he would introduce the style to the hoi poli of East Walpole. He *did* appear with spats—just *once*.

C. D. Hurtt forgot his roller-skates one night not long ago, and had to walk home. His car was found in Walpole the next morning—the only time it has balked in 36,000 miles.

We extend hearty congratulations to Miss Dorothy Pollard of Beverly and Mr. Stanley Blackmer whose engagement has been announced. Miss Pollard has been a school teacher in Norwood for two years. Best of luck and happiness Stan and may you be in the "A Class" of our salesmen.

We are glad to have Cathryn Dowdie with us again, being transferred, furniture and fixtures, from the Traffic Department to the Stenographic.

Thanksgiving Day meant much for Margaret Costello to be thankful for. She certainly surprised us Friday morning with a beautiful diamond. Our heartiest good wishes always, Peg!

Although somewhat late, lest we forget, Ida Phillips became the bride of John O'Kane at a pretty church wedding on October 12. Bird & Son was well represented—Mary Stone as maid of honor, Helen O'Kane and Mary Blasonis as bridesmaids.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran *William J. Quinn* *John J. Burke*
Herbert L. Badger *John H. Maguire*

A Ford truck for sale, cheap—see Ed Kelley of the Paper Mill.

Timothy Curran is now the proud father of a baby boy.

James Geary has moved into his new home on Short Street.

What are James Donovan and Joseph Knaus scouring the woods for these days? They don't even carry guns.

Michael Cronin of No. 3 machine has started a jitney business, running nights only.

Clarence Bergstrom has turned Chinese. It took three men to carry him and his chariot out of the yard the other night.

Joseph Knaus went on his annual hunting trip to New Hampshire last month. He claims to have got two deer (perhaps one of each kind!)

John Seastrand is working on his cellar for his new home on Rock Hill Street and hopes to have the house ready by Spring.

The bright lights of New York have attracted Miriam Leary, and she has shaken the dust of East Walpole and Sharon off her feet and taken a position in the Big City.

Dagmar Peterson returned from a four months' trip to Sweden and is back on her old job in the Manufacturing Office. While in Europe, she also visited Berlin and Copenhagen, but most of her time was spent in Sweden. Her travels took her pretty well up into the Land of the Midnight Sun, and she says she was able to read her newspaper by daylight at as late an hour as eleven o'clock in the evening.

Engineering

John Maitland *John Burhoe*
Maurice Tarr *John Bache*

Wilbur Fay has just returned from a two weeks' hunting trip in Maine. He has nothing sensational to report; game was plentiful but usually too far away from the end of the gun to get shot. Bears encountered on the trip were of the variety that don't stand any too long in any one place. However, Wilbur says it was a very enjoyable trip and one that could stand repeating at any time.

John Bache is now the proud father of an 8¾-lb. baby boy born at the Norwood Hospital on November 3rd. Roy William is the name. Congratulations, Jack.

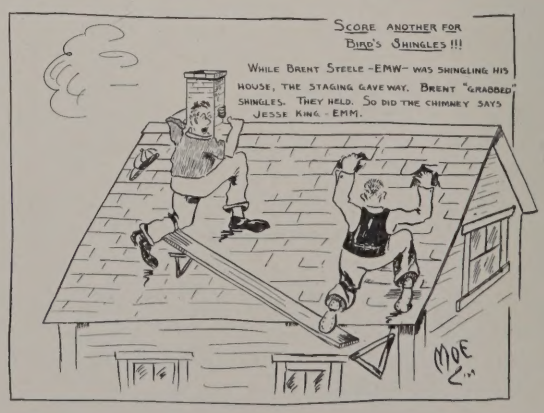
David Regan, Jr., has left Bird & Son to take up a new position with the Plymouth Rubber Corporation of Canton.

Phillipsdale, R. I., Mill

Rexford H. Salisbury *John H. Nolan*
David S. Lowry *Leslie E. Howard*

Since icemen, laundrymen, and men of about all other occupations are wearing uniforms John Davis has suggested that members of the yard gang wear red sweaters. He thinks this is especially appropriate as he has one already.

We wish Fergus Christie would get up in time to have his breakfast mornings so he wouldn't be walking around the mill with a chicken leg in his hand trying to borrow some salt.


SCORE ANOTHER FOR BIRD'S SHINGLES !!!
WHILE BRENT STEELE -EMW- WAS SHINGLING HIS HOUSE, THE STAGING GAVE WAY. BRENT "GRABBED" SHINGLES. THEY HELD. SO DID THE CHIMNEY SAYS JESSE KING - EMM.
MOE

At last we have found the reason for iron hats. Leonard Carlson, while going through one of the doorways, hit his head against some obstruction. Leonard's head wasn't hurt in the least as he fortunately had his trusty iron hat on at the time for which he was thankful even though it did take fifteen or twenty minutes to pry it off his ears.

We had a great write up on Leslie Howard's new moustache but he played us a dirty trick and cut it off just before the Review notes went in. Consequently we won't say anything about it.

BOX FACTORIES

East Walpole, Mass.

Albert H. Hammond *Charles H. Mutch*
Ernest Koebe *Mary Driscoll*
Francis Donlan *Florence Hertzberg*

Wilmer Wiggin is the owner of an automobile, in which he drove to New Hampshire over the holiday.

Norman Wright is a new employee in the Shipping Department of No. 1 Box Shop.

Chicago Mill and Office

C. J. Perrizo *John Matcha* *Dell J. Lydon*

It seems to be the idea of several of our fellows to lead the styles and be referred to as the office Prince of Wales. "Howie" Hanna is the latest aspirant for these honors—for lo, and behold, on removing his overcoat one morning we beheld trousers of one mixture and coat and vest of another.

The town observer reports seeing a hard boiled traffic cop giving some "free and fluent" advice to O. B. Schreen who was repairing a flat tire on the Randolph Street Bridge.

John Matcha is going to equip his Chevy with a trolley. He can then borrow a little power from the Street Car Company when his Chev decides to go "hay wire" on their tracks, because he won't always have the boys in the mill handy to push him around.

We are glad to welcome Mr. J. C. Beasley, Miss Dorothy Shelstrom and Henry Swanson into the Bird Family. Mr. Beasley will represent us in Southern Texas which was part of the territory formerly covered by "Pop" Warner. Miss Shelstrom will work in the Credit department. Henry Swanson will take over the duties as mail clerk.

The girls employed in the office of the Chicago Roofing Division.

Joseph Keefe's middle name is "Santa Claus." For further information ask Ralph Farris.

Martha McLauchlan wishes to thank her friends and fellow-workers for the lovely gift given her when she left Bird & Son.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Ralph Kolseth *Richard Stoddard* *Charles Seavey*
John White *Edward Hiller*

The new Chip Conveyor has now been put into use. Three Shingle machines are also doing duty.

A new "shingle" arrived at the Roofing Plant this month. Miss Arel, our nurse, likes it very much, and "So do we."

Ralph Simmons spent two weeks deer hunting at the Forks, in the northern part of Maine. Both Ralph and Albert Whitmore, who went with him, got one deer apiece.

Joseph Strumkis is now attending evening school in Norwood.

John Eppich has forsaken the Rabbit Hunters' Club and recently raffled off his trusty gun, which was won by Harold Mattson.

We are glad to learn that Mrs. Gus Purpura has fully recovered from her operation and is at home again with her family.

FLOORING PLANT AND OFFICE

Norwood, Mass., Plant

Leon Wilson *Lester Evans*
Tom Rogers *Lawrence Gammell* *Leo Haggarty*

Signs of winter! Stewart Nickerson put on overshoes at the first sign of snow.

Maintenance thought there was to be a new piper for the gang, but it turned out to be a girl, Shirley Clark, born to Mr. and Mrs. Gordon Clark on November 1, 1929.

We all read in the last issue about the telephone operators. Now we want to see their picture.

Peter Alexander expects a moustache any minute, now.

Donald Yokum is establishing new styles in head gear—brought straight from Chicago. He was seen wearing a straw hat not so long ago, along with a corduroy great coat.

Simeon Fownes wants to know why rugs don't stand on end. Ask Hayward, he knows.

Al Jenkins claims to be interested in certain literature, literally speaking.

Albert Hayward is sporting a Buick sedan and Clarence Russell has a new Whippet sedan.

Carroll Gammell bought a new Radio. Now California won't be so far away.

CHICAGO OFFICE

F. B. Wittleder *B. M. Rohr*

Right on the heels of Alex Whitelaw's return from the great Northwest came Art Ternus. Scotty gave great accounts of doing big things and Art followed up with a quick report that Scotty is the World's Best Ladies' Man and he gave all the girls around Sioux City quite a thrill. Alex is now down at the Mill to learn a little more about floor covering. We tried to get Art to tell us whether or not he liked Sioux City but the very fact he wanders back to Chicago once in a while is proof enough of where lies the strongest tie.

Perhaps B. I. Hindmarsh and J. F. McEndy think there is a Santa Claus. They both started out into new fields the first of December and have the very best wishes of everyone in the Western Division. J. F. McEndy is taking over the New York territory and B. I. Hindmarsh is to cover the Chicago territory formerly handled by J. F. McEndy.

From way out California way come strong appeals from "Uncle Ralph" Duvall to the House Mamas. He is a great man for giving sound advice to the "weak working goils" and the girls all just love that big caveman stuff. We only hope some terrible talkies' vamp doesn't catch up with our "Uncle Ralph."

SAFETY PROGRESS DURING 1929

SINCE this is the time of rejoicing, the various departments may with pardonable pride rejoice at their reduction in accidents.

Back in 1925, the Bird Mills sustained 178 lost-time accidents. The following year there were 118. In 1927, 96 and last year only 40. This year, at the present writing—December 1—there have been 38 lost-timers.

Particularly outstanding among the achievements of the past year, are the several "No Accident Runs" made by the following divisions:

Roofing Mill—October 10, 1927 to September 13, 1929—697 days.

Phillipsdale—March 16, 1928 to March 29, 1929—377 days.

No. 2 Box Shop—June 9, 1928 to April 10, 1929—305 days.

Flooring Plant—September 26, 1928 to July 2, 1929—278 days.

Chicago—July 28, 1928 to March 28, 1929—242 days.

In recognition of the phenominal Safety record established at the Norwood Roofing Plant (lacking one month of being two years) Bird & Son has placed a sign near the entrance at that plant reading as follows:

THIS PLANT HOLDS THE BEST
NO-ACCIDENT RECORD EVER
ESTABLISHED IN OUR ORGANIZATION
Bird & Son, inc.

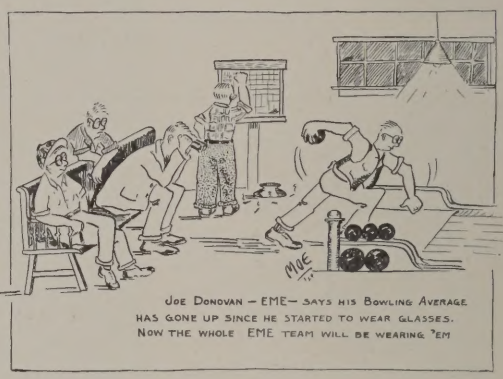
The record established during October, 1928 when all the Bird Mills went a full month without a lost-time accident was repeated this year in February. Once again our 1900 workers proved their "safety mindedness" by going a full month without a lost-time accident.

Each year, we gain more and more experience in this business of accident reduction. Therefore, while it may be true that it gets harder and harder to reduce them as we go along, the experience ought to outweigh the difficulty.

Everyone of us must preach, and what is more to the point, practice the rules of safety. We must become "safety minded." We must feel our own individual responsibility in avoiding accidents ourselves and preventing our fellow workers from getting hurt.

1929 is nearly over, but 1930 begins in a few days. Twelve months of opportunity to improve our working efficiency and our Safety record. Behind us years of real progress in reducing accidents. Before us, a year of opportunity for further reduction. Resolve to fight Old Man Accident more vigorously than ever in 1930.

BOWLING


JOE DONOVAN – EME– SAYS HIS BOWLING AVERAGE
HAS GONE UP SINCE HE STARTED TO WEAR GLASSES.
NOW THE WHOLE EME TEAM WILL BE WEARING 'EM

HALF the 1929-30 bowling season for the eighteen men's teams is now over. The latest available standing, which is that for December first, tells the following story: High Individual Average, Howard White, No. 1 Box Shop; second highest, Alex Alexander, Roofing Machines.

High Individual Single String is held by Theodore Michienzie of Roofing Machines with the score of 132. High Individual Three-String Total is 325, and is held by Edward Hall of Accounting. High Team Single and Three-String Totals are both in the hands of Roofing Machines with 520 for the single score, and 1465 for the Three String.

At the end of November the leading teams were as follows: League A, Box Shop Shipping; League B, Accounting.

Acknowledgments

I wish to thank the office and the mill for their kind telegrams at the time of my father's death.

F. B. Ross, Roofing Salesman.

We wish to express our sincere thanks for your floral tribute of sympathy received during our recent bereavement.

Herman Lauble and Family.

BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt — American Twins Thick Butt — NEPONSET Double Twins
American Double Twins — Super Twins — Hex-Twins — Lock-Butt — Individuals
Super Twins (Thick Butt) — Giant Individuals — Custom Made

BIRD Roll Roofing

Paroid — Art-Craft — Shingle Design — Slate Surfaced
American Ready — Old Reliable — Economy

BIRD Building Papers

NEPONSET Black — Saturated and Coated — American — Economy
Refrigerator Insulating

BIRD Wall Board

NEPONSET Board, Cream White — American Board

BIRD Specialties

Asphalt Felt — Paroid Built-up Roof — BIRD Deadening Felt
Plastic Cement — Roof Coating
BIRD Insulating Board — Art-Bric Siding

Flooring Division

BIRD Rugs — BIRD Floor Coverings — BIRD Tile Flooring
BIRD Rug Border — BIRD Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases — BIRD Shoe Cartons
NEPONSET Waterproof Paper Flower Pots — Tack and Screw Boxes
Flower Pot Covers

Paper Division

Shot Shell Cartridge and Wad Papers — Rocket Paper — Buff Socket Paper — Torch Paper
Bird Wadding — Standard Index Cardboard — Felt Papers for Special Purposes — Paper Mulch

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BIRD & SON, inc. **Established 1795** **EAST WALPOLE, MASS.**

{ Complete List of Bird Products on Inside Back Cover }